

Chester-andover Family Center

Executive Director / CEO

EIN 030349433

VT · NTEE P400

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Antonowicz, Executive Director / CEO** (\$26,794) against **every comparable organization** that fit the selection criteria — **128** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

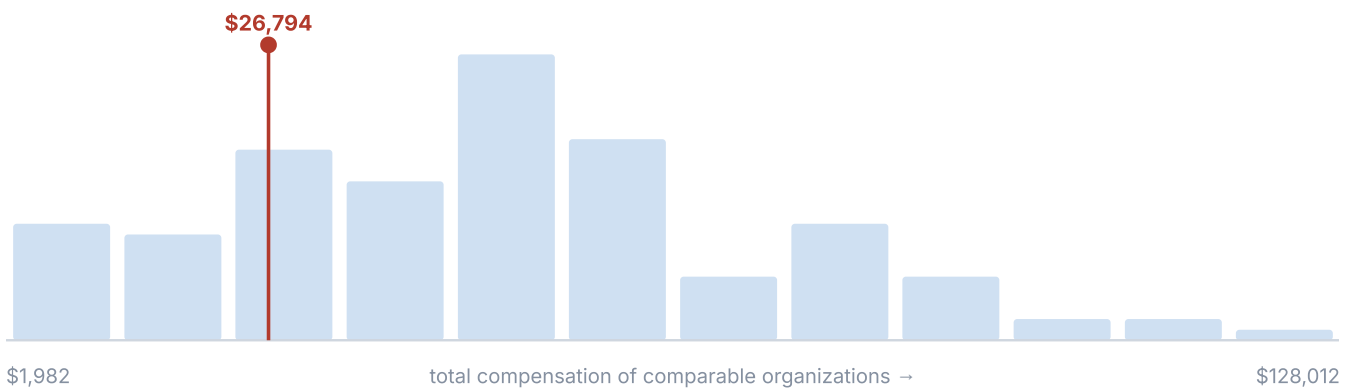
Benchmarked executive: Michael Antonowicz — reported title “Thrift Shop Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P400).
BUDGET	Total revenue between \$134,164 and \$300,367 — 0.67x to 1.50x the subject's \$200,245 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

128 organizations qualified on sector, size, and geography → **128** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,805	\$28,720	\$46,621	\$62,763	\$82,795	\$26,794
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to VT cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Trotter House Of Evansville Inc	IN	\$201,252	Chief Executive Officer	\$31,503	\$33,982	2023
Pregnancy Resources Of Mississippi	MS	\$202,384	Executive Director	\$42,024	\$47,874	2023
Pattys Hope	VA	\$203,539	Executive Director	\$49,109	\$47,110	2024
Little Hands A Parent Child Center	CA	\$203,667	Executive Dir.	\$69,413	\$61,308	2023
Washington Mindcare Institute	VA	\$205,172	President	\$36,000	\$33,644	2025
National Safe Haven Alliance	AZ	\$205,556	President	\$43,264	\$42,559	2023
The Remedy Project	GA	\$205,916	Executive Director	\$43,333	\$46,394	2022
Give For A Smile	CA	\$206,436	Director	\$27,309	\$23,429	2024
Pregnancy Help Center Of Williamson County	TX	\$206,654	Executive Director	\$41,481	\$42,442	2023
Tahoe Childrens Foundation	NV	\$206,916	Executive Director	\$63,000	\$62,740	2024
Hawaii Family Forum	HI	\$193,474	President / Ceo	\$62,452	\$57,192	2023
Family Lines	MT	\$208,913	Founder Manager	\$88,000	\$94,244	2024
Parenting Special Kids Network Inc	AZ	\$209,059	Ceo/president	\$91,380	\$87,313	2024
Lane County Diaper Bank	OR	\$209,574	Director	\$30,191	\$27,855	2024
Beyond New Beginnings	MN	\$209,746	Executive Director	\$50,001	\$50,536	2023
Legacy Family Network Foundation	OK	\$209,839	Ames	\$48,400	\$52,949	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Be The Village Inc	KY	\$190,612	Executive Di	\$24,462	\$26,111	2024
Scholl Community Impact Group Inc	WI	\$190,051	Volunteer	\$2,800	\$2,905	2024
Pregnancy Aid Inc Of Eastern	MI	\$210,563	Executive Di	\$40,300	\$41,327	2024
Alliance For Law And Liberty Inc	TN	\$211,654	President/secretary	\$23,232	\$24,262	2024
The Toby Center For Family	FL	\$188,296	Ceo	\$69,639	\$64,996	2024
Do Your Children Believe Inc	GA	\$187,895	President	\$38,449	\$39,544	2023
Zoe Ministries Inc	TN	\$212,693	Director	\$33,190	\$35,685	2023
Ab Ourhistory	MN	\$214,037	Ceo	\$2,725	\$2,754	2023
Instituto Del Hogar Celia Y Harris Bunker Inc	PR	\$185,705	Executive Director	\$46,493	\$47,866	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to VT cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT 128 organizations. Compensation range \$1,982–\$128,012; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$200,245); for reference, expenses \$162,786 and assets \$716,761.

ROLE MATCH Michael Antonowicz, reported title "*Thrift Shop Manager*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	23 rd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	22 nd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Michael Antonowicz) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 128 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,794 is reasonable (approximately the 23rd percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.