

Caroline Baird Crichfield Fund For Women

Executive Director / CEO

EIN 030357242

VT · NTEE P80

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sandy Baird, Executive Director / CEO** (\$22,600) against **every comparable organization** that fit the selection criteria — **282** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Sandy Baird — reported title “vice president”, 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 (P80).
BUDGET	Total revenue between \$237,011 and \$530,623 — 0.67x to 1.50x the subject's \$353,749 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

282 organizations qualified on sector, size, and geography → **282** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,623	\$38,252	\$56,455	\$73,763	\$88,299	\$22,600
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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
Soleana Stables	TX	\$354,040	Executive Director	\$85,000	\$82,051	2024
Seniors Vs Crime Inc	FL	\$352,975	President	\$37,560	\$33,173	2025
Planned Lifetime Assistance Network Of Arizona Inc	AZ	\$355,075	Executive Director - President	\$97,977	\$93,616	2023
Waterfall Foundation	AK	\$355,161	Ex. Director/secr.	\$36,000	\$33,213	2024
Rebuilding Together Fargo-moorhead	ND	\$355,535	Executive Di	\$57,750	\$61,158	2024
The Way 2 Serve Inc	AL	\$351,778	President	\$80,500	\$83,924	2024
Po-mar-lin Fire Company	PA	\$356,227	President	\$13,012	\$12,522	2024
Carribean Equality Project Inc	NY	\$351,131	Executive Director	\$54,120	\$48,587	2023
Hoyt Foundation Inc	MA	\$350,597	Director	\$5,000	\$4,336	2024
Supporting The Taylor House Inc	CA	\$357,458	Executive Dir.	\$14,808	\$12,704	2023
Senora Woods Retirement Community	MI	\$357,572	President & Ceo	\$31,878	\$32,690	2023
Target Evolution Incorporated	TX	\$358,079	Executive Director	\$72,420	\$69,908	2024
Hartford Artisans Weaving Center Inc	CT	\$349,093	Executive Director	\$75,000	\$67,860	2024
Flywheel Foundation	NC	\$358,465	Executive Di	\$74,301	\$74,086	2024
Friendship Adventures	WA	\$358,783	Board Chairman, Exec Direc	\$24,500	\$21,793	2023
Art Spark Texas	TX	\$358,886	Executive Director	\$62,868	\$60,687	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Kids Production & Design Inc	GA	\$359,112	Executive Director	\$30,300	\$29,401	2024
House Of The Good Shepherd Of	TN	\$359,671	Executive Di	\$90,516	\$94,528	2023
Forest Ridge Manor Inc	TN	\$359,832	Secretary	\$26,880	\$27,266	2024
Creede Early Learning Center	CO	\$360,015	Executive Di	\$62,807	\$58,117	2024
Corazon A Corazon	IL	\$345,264	Executive Dir.	\$60,000	\$56,924	2024
Paradox Sports	CO	\$362,677	Executive Director	\$94,500	\$90,027	2023
Hogans Junior Golf Foundation	NE	\$344,706	Executive Director	\$23,695	\$25,320	2023
Waterville Valley Adaptive Sports	NH	\$344,040	Executive Director	\$21,104	\$18,805	2024
Spectrum Ringwood Apartments Inc	NJ	\$364,915	President/ceo	\$54,495	\$46,953	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT cost of living and 2023 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 282 organizations. Compensation range \$586–\$365,703; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$353,749); for reference, expenses \$54,399 and assets \$476,955. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Sandy Baird, reported title "*vice president*", 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	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	15 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	13 th

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 (Sandy Baird) 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 282 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,600 is reasonable (approximately the 15th 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.