

# Springfield Area Public Access

Executive Director / CEO

EIN 030358977

VT · NTEE A320

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **John Gifford, Executive Director / CEO** (\$46,565) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** John Gifford — reported title “FORMER EXEC DIR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A320).

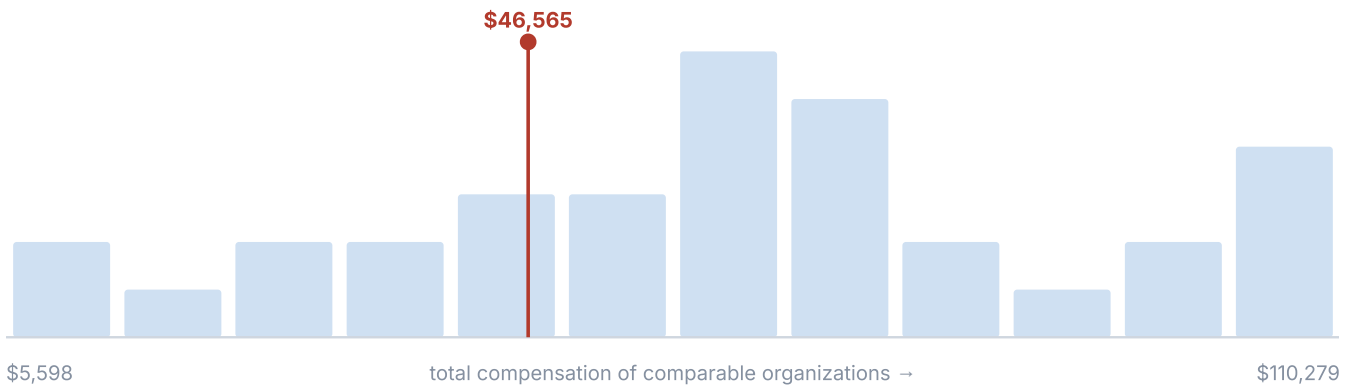
**BUDGET** Total revenue between \$175,975 and \$393,975 — 0.67x to 1.50x the subject's \$262,650 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A32), nationwide + budget 0.67–1.5x revenue.

**33** organizations qualified on sector, size, and geography

→ **33** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$24,338	\$40,962	\$61,712	\$77,627	\$101,312	\$46,565
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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
<a href="#">The Defiance Community Cultural</a>	OH	\$259,524	Executive Di	\$32,692	<b>\$35,418</b>	2023
<a href="#">Inside Out Media</a>	CA	\$266,598	Executive Direc	\$52,000	<b>\$44,611</b>	2024
<a href="#">Okemo Valley Tv Corp</a>	VT	\$268,060	Director	\$67,717	<b>\$67,717</b>	2024
<a href="#">Puget Sound Accesscarco Theater</a>	WA	\$270,706	Executive Director	\$59,211	<b>\$54,224</b>	2023
<a href="#">Amesbury Community Television Inc</a>	MA	\$250,491	Exec. Dir.	\$42,148	<b>\$38,741</b>	2023
<a href="#">Hamilton Wenham Community Access &amp; Media Inc</a>	MA	\$277,593	Key Employee	\$58,173	<b>\$51,936</b>	2024
<a href="#">Nevada County Digital Media Center</a>	CA	\$277,660	President	\$27,635	<b>\$23,097</b>	2025
<a href="#">Community Media Of The Foothills</a>	CA	\$246,617	Executive Dir.	\$66,620	<b>\$58,842</b>	2023
<a href="#">Community Television Network Inc</a>	IL	\$237,584	Executive Dir.	\$41,832	<b>\$40,859</b>	2024
<a href="#">Billings Community Cable Corp</a>	MT	\$293,831	Executive Director	\$88,448	<b>\$94,724</b>	2024
<a href="#">Christian Education Enterprises Inc</a>	IN	\$227,489	President	\$20,700	<b>\$21,688</b>	2024
<a href="#">Salisbury Community Tv &amp; Media Center Inc</a>	MA	\$298,299	Executive Director	\$78,832	<b>\$70,381</b>	2024
<a href="#">Summit Public Radio And Tv Inc</a>	CO	\$298,564	Board Member	\$6,131	<b>\$5,841</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Chelsea Community Cable Television Inc</a>	MA	\$219,326	Executive Director	\$101,780	<b>\$88,526</b>	2025
<a href="#">Talking Eyes Media Inc</a>	NJ	\$218,402	Executive Director	\$85,000	<b>\$77,627</b>	2023
<a href="#">Hartford Public Access Television Inc</a>	CT	\$216,000	Executive Director	\$73,846	<b>\$68,790</b>	2024
<a href="#">New Castle Community Television Inc</a>	NY	\$310,078	Executive Di	\$122,837	<b>\$110,279</b>	2024
<a href="#">Pleasantville Community Television Inc</a>	NY	\$211,864	Station Manager	\$114,138	<b>\$102,470</b>	2024
<a href="#">Saco River Community Television</a>	ME	\$210,663	Executive Di	\$60,802	<b>\$60,489</b>	2024
<a href="#">Millis Community Media Inc</a>	MA	\$205,615	Board Treasurer	\$5,850	<b>\$5,598</b>	2022
<a href="#">Duluth Superior Public Access Community Television</a>	MN	\$204,500	Co-executive Director	\$58,431	<b>\$57,362</b>	2024
<a href="#">Thurston Community Television</a>	WA	\$204,206	Ceo	\$72,850	<b>\$64,800</b>	2024
<a href="#">Mcminnville Community Media</a>	OR	\$193,881	Executive Director	\$74,192	<b>\$68,452</b>	2024
<a href="#">Behold The Lamb Ministries</a>	IL	\$331,541	President	\$30,000	<b>\$29,302</b>	2024
<a href="#">Wayland Community Access And Media Inc</a>	MA	\$335,416	Highly Compensated Employee	\$115,877	<b>\$106,510</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

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**PEER COUNT** 33 organizations. Compensation range \$5,598–\$110,279; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$262,650); for reference, expenses \$266,058 and assets \$468,693.

**ROLE MATCH** John Gifford, reported title "*FORMER EXEC DIR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	30 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	27 <sup>th</sup>
Reportable pay only (column D), adjusted	33 <sup>rd</sup>
All sources (D + E + F), adjusted	30 <sup>th</sup>

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

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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 (John Gifford) 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 33 similarly situated organizations (Same NTEE sector (A32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,565 is reasonable (approximately the 30<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.