

Boys & Girls Club Of Vergennes Inc

Executive Director / CEO

EIN 030359691
 VT · NTEE O23
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Alicia Grangent, Executive Director / CEO** (\$67,500) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Alicia Grangent — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

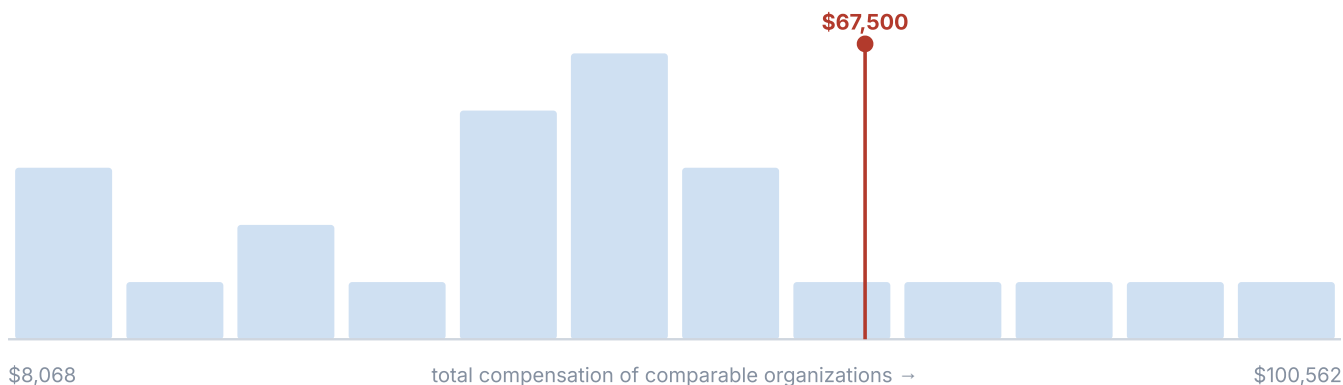
SECTOR Organizations sharing the subject's NTEE classification (O23).

BUDGET Total revenue between \$200,989 and \$449,976 — 0.67x to 1.50x the subject's \$299,984 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O23), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,148	\$31,300	\$47,471	\$59,053	\$79,664	\$67,500
----------	----------	----------	----------	----------	----------



■ 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
Put Me In Inc	CA	\$300,118	President & Chief Program Officer	\$117,218	\$100,562	2023
Boys & Girls Club Of Southwest	AL	\$297,629	Executive Di	\$50,944	\$54,680	2023
Boys & Girls Club Of Glasgowbarren	KY	\$304,843	Executive Di	\$63,000	\$65,318	2024
Boys And Girls Club Of Eden	NY	\$292,062	Executive Di	\$61,566	\$53,687	2024
Boys & Girls Club Of The Gila Valley	AZ	\$312,237	Executive Director	\$43,538	\$41,600	2023
Boys And Girls Club Of Los Fresnos Texas	TX	\$283,161	Executive Director	\$73,809	\$73,353	2023
Boys & Girls Club Of The	NE	\$322,069	Ceo	\$7,773	\$8,068	2024
Bbbsoc Qalicb Inc	CA	\$273,430	Ceo	\$13,222	\$10,734	2025
Langley Park Boys & Girls Club Inc	MD	\$326,782	Director	\$10,000	\$8,790	2025
Boys And Girls Club Of The Yakama Nation	WA	\$269,552	Ceo	\$61,684	\$53,294	2024
Hershey Jr Bears Inc	PA	\$331,336	Director Of Operations, Tr	\$25,240	\$24,290	2024
Afterschool America	TX	\$334,107	Executive Di	\$82,880	\$82,368	2023
Eg Ministries Inc	PA	\$335,676	Corporate President	\$49,108	\$47,259	2024
Boys And Girls Club Of Gallup	NM	\$258,180	Executive Dir.	\$83,514	\$89,242	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boys & Girls Clubs Of Georgia Inc	GA	\$229,269	Director	\$49,142	\$47,683	2024
Boys & Girls Clubs Of Mercer County	NJ	\$385,570	Foundation Dir.	\$31,758	\$27,363	2024
Worland Youth Learning Center	WY	\$388,895	Director	\$47,872	\$49,469	2024
Boys And Girls Club Of No Chaut Cou	NY	\$391,625	Executive Di	\$52,297	\$45,604	2024
Crossview Christian Camp & Retreat	TX	\$206,086	Camp Director	\$22,250	\$22,113	2023
Kid Nation Inc	TX	\$396,518	Executive Dir.	\$41,120	\$40,866	2023
Boys & Girls Club Of Jefferson County	AR	\$418,201	Executive Director	\$40,500	\$45,229	2023
Pulaski Community Youth Center	VA	\$440,421	Program Director	\$35,000	\$32,612	2024
Boys & Girls Club Of Manteca	CA	\$440,623	Executive Dir.	\$72,000	\$61,769	2023
Boys And Girls Club Of Eden Inc	NC	\$449,102	Executive Di	\$56,643	\$58,148	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 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 **24** organizations. Compensation range \$8,068–\$100,562; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$299,984); for reference, expenses \$298,091 and assets \$475,816.

ROLE MATCH Alicia Grangent, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	83 rd
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	71 st

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 (Alicia Grangent) 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 24 similarly situated organizations (Same NTEE sector (O23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,500 is reasonable (approximately the 83rd 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.