

Denny Family Foundation

Executive Director / CEO

EIN 043380697

VT · NTEE B82Z

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Dr Peter Eden, Executive Director / CEO** (\$46,571) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

Benchmarked executive: Dr Peter Eden — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B82Z).

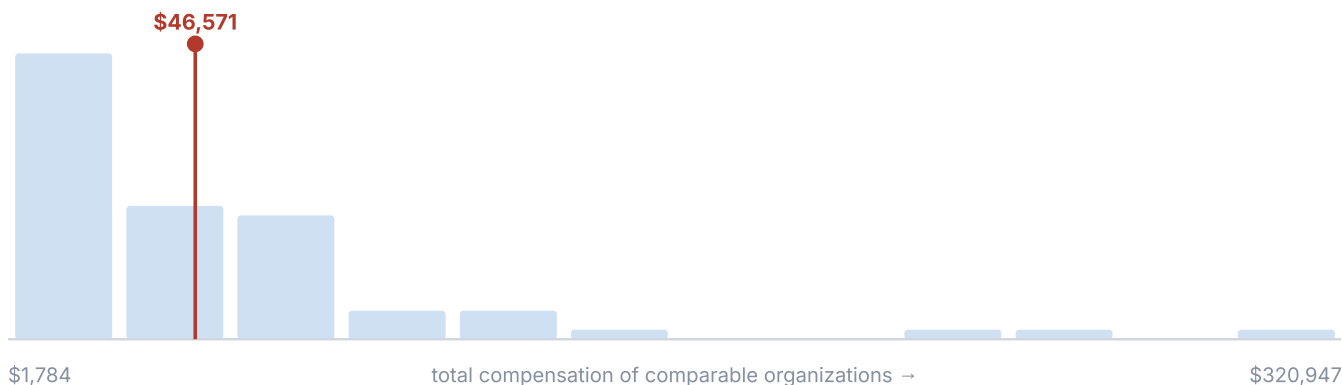
BUDGET Total revenue between \$49,699 and \$111,267 — 0.67x to 1.50x the subject's \$74,178 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography

→ **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,728

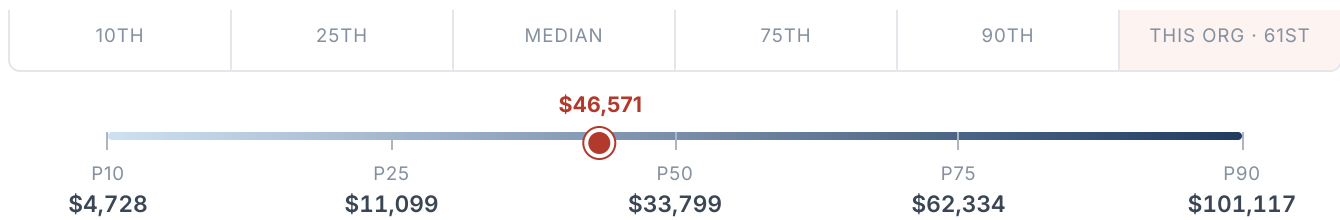
\$11,099

\$33,799

\$62,334

\$101,117

\$46,571



■ 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
Onnemi International Ministries	TX	\$74,227	Vice President Missionary	\$30,296	\$28,491	2025
Delores A Sachs Charitable Trust	WI	\$74,789	Trustee	\$12,929	\$13,030	2024
Lift Womens Foundation	IL	\$73,534	Executive Director	\$13,085	\$12,414	2024
Vada Charitable Foundation Inc	VA	\$75,990	President	\$90,961	\$82,569	2025
Mz Foundation	TX	\$72,332	Executive Director	\$254,189	\$245,372	2024
Maine Children's Scholarship Fund	ME	\$72,109	Program Dire	\$19,488	\$18,832	2024
Wpma Scholarship Foundation	UT	\$72,092	Secretary/treasurer	\$31,724	\$30,526	2025
Western Telecommunications Alliance	MT	\$77,444	Executive Vice President	\$51,810	\$53,895	2024
South Dakota Farmers Union Foundati	SD	\$70,679	President	\$3,995	\$4,380	2023
New York Press Association Scholarship	NY	\$70,106	Secretary	\$15,600	\$13,603	2024
Oscar & Mildred Larson Scholarship Trust	PA	\$78,461	Provost	\$60,531	\$59,972	2023
National Independent Automobile Dealers	TX	\$78,487	President/ceo	\$15,238	\$15,144	2023
Belafonte Family Foundation Inc	NY	\$79,282	President/exec Director	\$99,000	\$88,879	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cma Education Foundation Inc	CT	\$79,678	Executive Director	\$24,000	\$22,357	2023
United Food And Commercial Workers	OH	\$68,518	Trustee	\$34,141	\$34,896	2024
Texas Food & Fuel Association Scholarship Foundation	TX	\$80,681	President	\$20,944	\$20,217	2024
Michael Sadler Foundation	MI	\$80,801	President	\$24,000	\$24,611	2023
Schroeder Scholarship Fund	PA	\$81,407	Trustee	\$12,300	\$11,837	2024
Air Traffic Control Scholarship Fund	VA	\$82,848	President And Ceo (Former)	\$42,750	\$39,833	2024
Blackstone Valley Education Foundation Inc	MA	\$84,170	Executive Director	\$52,400	\$44,269	2025
Wichita Falls Prca Rodeo Association	TX	\$64,067	President	\$5,000	\$4,827	2024
Golconda Foundation Inc	OK	\$63,611	President	\$9,750	\$10,360	2024
The Buck Scholars Association Inc	CA	\$85,060	Executive Director	\$42,500	\$36,461	2023
High Plains Mental Health Center	KS	\$62,337	Executive Director	\$48,469	\$50,530	2024
United Association Scholarship Trust	MD	\$86,082	Trustee	\$154,691	\$139,562	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	67 organizations. Compensation range \$1,784–\$320,947; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$74,178); for reference, expenses \$24,000 and assets \$1,010,676. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dr Peter Eden, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	61 st
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	90 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 (Dr Peter Eden) 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 67 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$46,571 is reasonable (approximately the 61st 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.