

# Everybody Wins Vermont Inc

Executive Director / CEO

EIN 100002102  
 VT · NTEE O50  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Wallace, Executive Director / CEO** (\$56,684) against **every comparable organization** that fit the selection criteria — **438** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

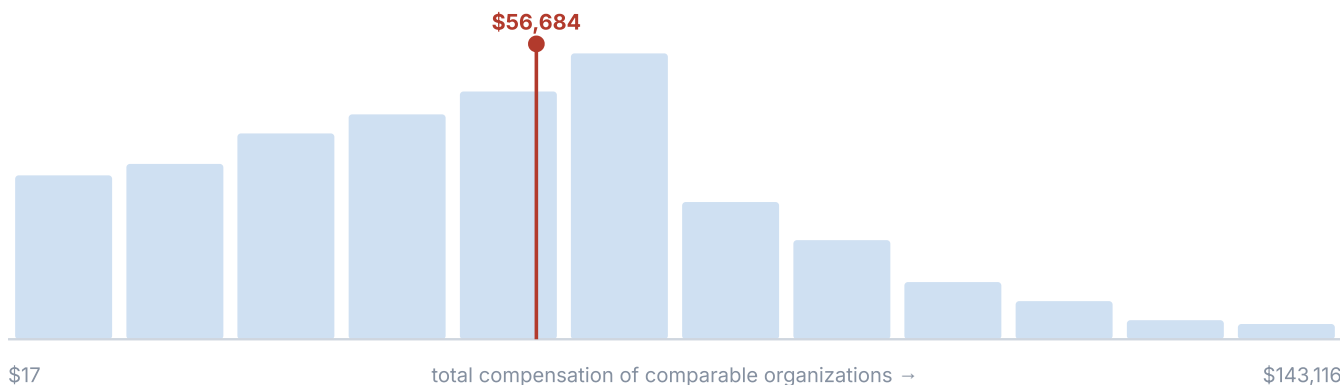
**Benchmarked executive:** Elizabeth Wallace — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

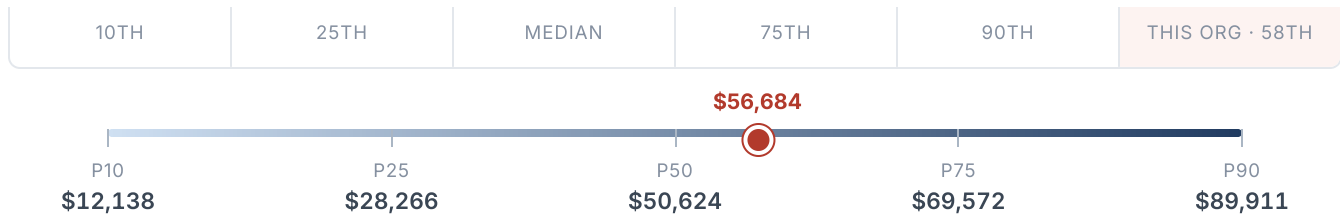
SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$159,900 and \$357,985 — 0.67x to 1.50x the subject's \$238,657 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**438** organizations qualified on sector, size, and geography → **438** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,138	\$28,266	\$50,624	\$69,572	\$89,911	<b>\$56,684</b>
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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="#">Community Builders</a>	WA	\$238,580	Treasurer	\$5,094	<b>\$4,531</b>	2023
<a href="#">Getting Back To Basics</a>	NC	\$238,749	Chairman	\$16,913	<b>\$17,362</b>	2023
<a href="#">Mother Oliver S Place Inc</a>	FL	\$238,473	Director	\$110,000	<b>\$99,721</b>	2024
<a href="#">Planet Hope Land And Sea</a>	MD	\$238,166	Executive Director	\$68,500	<b>\$61,801</b>	2024
<a href="#">Supergirls Shine Foundation</a>	TX	\$237,931	Ceo	\$70,600	<b>\$70,164</b>	2023
<a href="#">Accelerate Education Group</a>	CA	\$239,395	President	\$27,600	<b>\$22,999</b>	2024
<a href="#">Revillage</a>	OR	\$239,459	Johnson	\$36,458	<b>\$35,017</b>	2022
<a href="#">Rosati Leadership Academy</a>	ME	\$240,012	Executive Director	\$78,833	<b>\$76,177</b>	2024
<a href="#">Saturday Place</a>	IL	\$237,199	Program Director	\$50,750	<b>\$49,570</b>	2023
<a href="#">Sebastopol Sea Serpents</a>	CA	\$240,202	Head Coach	\$143,552	<b>\$119,621</b>	2024
<a href="#">Triumph Futbol Club Inc</a>	TX	\$240,283	Director Of Soccer Operations; Coach	\$116,613	<b>\$115,893</b>	2023
<a href="#">Halt Violence</a>	OH	\$240,534	Founder/ceo	\$99,364	<b>\$101,559</b>	2024
<a href="#">Soccer Club Of Saint Cloud Inc</a>	FL	\$236,238	President	\$28,527	<b>\$25,862</b>	2024
<a href="#">Lanai Academy Of Performing Arts In</a>	HI	\$241,109	Exec & Music	\$76,125	<b>\$65,771</b>	2024
<a href="#">Presencia Inc</a>	GA	\$236,056	Executive Director	\$70,217	<b>\$68,131</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Apex Youth Connection</a>	ME	\$241,409	Executive Director	\$66,911	<b>\$64,656</b>	2024
<a href="#">Gold Coast Junior Golf Foundation Inc</a>	FL	\$235,824	Dir & President	\$2,500	<b>\$2,266</b>	2024
<a href="#">The Dallas Friendship Circle Inc</a>	TX	\$241,828	Director	\$48,750	<b>\$47,059</b>	2024
<a href="#">Circle Camps For Grieving Children Inc</a>	WI	\$235,090	Executive Director	\$60,000	<b>\$60,470</b>	2024
<a href="#">Colorado Young Leaders</a>	CO	\$234,792	Executive Di	\$33,008	<b>\$30,543</b>	2024
<a href="#">Be The Voice Inc</a>	GA	\$242,700	Executive Director	\$46,000	<b>\$43,484</b>	2025
<a href="#">Chinese Youth Camp</a>	TX	\$234,593	Camp Director, Finance Director, Facilities	\$1,750	<b>\$1,690</b>	2024
<a href="#">Girls Build Kalamazoo Inc</a>	MI	\$234,480	Executive Director	\$20,000	<b>\$19,921</b>	2024
<a href="#">San Antonio Future Basketball Inc</a>	TX	\$234,444	President	\$6,000	<b>\$5,792</b>	2024
<a href="#">Bent On Learning Inc</a>	NY	\$242,934	Executive Dir.	\$147,300	<b>\$132,241</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 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **438** organizations. Compensation range \$17–\$143,116; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$238,657); for reference, expenses \$268,635 and assets \$74,555.

<b>ROLE MATCH</b>	Elizabeth Wallace, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	61 <sup>st</sup>
All sources (D + E + F), adjusted	58 <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**

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 (Elizabeth Wallace) 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 438 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,684 is reasonable (approximately the 58<sup>th</sup> 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.