

Dobbs Ferry United Teachers Welfare Fund

Executive Director / CEO

EIN 136702467
 NY · NTEE E81Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Karen Laporte, Executive Director / CEO** (\$2,500) against **every comparable organization** that fit the selection criteria — **1263** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Karen Laporte — reported title “TRUSTEE”, 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 (E81Z).

BUDGET Total revenue between \$291,889 and \$653,484 — 0.67x to 1.50x the subject's \$435,656 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,263 organizations qualified on sector, size, and geography → **1,263** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,660

\$39,410

\$66,892

\$97,301

\$142,876

\$2,500



■ 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 NY 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
Ansonia Area Emergency Servicesinc	OH	\$435,497	Chief	\$19,025	\$22,299	2023
Open Arts Alliance Inc	CT	\$435,833	Executive Dir.	\$3,846	\$3,776	2025
Utmb Health Plans Inc	TX	\$436,037	Former President And Ceo	\$6,844	\$7,359	2024
Libbys Friends	AL	\$436,148	Executive Dir.	\$30,000	\$34,837	2024
New Glarus Emergency Medical Services In	WI	\$435,036	Executive Dir.	\$73,910	\$82,971	2024
California Telehealth Network	OR	\$436,281	Chief Executive Officer	\$90,614	\$90,452	2024
Refuge International Inc	TX	\$436,398	Administrator	\$69,300	\$76,715	2023
Sobriety Foundation	UT	\$436,521	Advocate	\$12,734	\$14,010	2024
Pacific Communities Health District Fnd	OR	\$434,715	Executive Director	\$36,574	\$36,509	2024
Terry Reilly Foundation Inc	ID	\$437,186	Ceo	\$29,891	\$34,179	2024
Healthy Living Community	OR	\$437,308	President (1/1/23 - 6/23/23)	\$56,493	\$58,058	2023
Southeast Health Center Of Ripley County	MO	\$437,461	President/ceo, Director	\$83,459	\$97,823	2023
Delta Dental Of New Jersey Foundation Inc	NJ	\$437,482	Vp/asst Treasurer - Trustee	\$99,357	\$95,354	2024
Congress Of Neurological Surgeons	IL	\$433,680	Chief Executive Officer- Cns	\$52,004	\$54,955	2024
Public Health Fund	PA	\$433,474	Member	\$175,125	\$193,266	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Holiday Heroes Foundation Inc	IL	\$433,342	Executive Di	\$82,500	\$87,182	2024
Visiting Nurse Associations Of New	MA	\$438,049	President/ceo	\$166,491	\$160,817	2024
Donate Life Maryland Inc	MD	\$438,298	Executive Director	\$93,893	\$94,356	2024
Common Ground Society	CA	\$438,922	—	\$114,708	\$103,725	2025
Ithaca Health Alliance Inc	NY	\$439,023	Executive Director	\$64,352	\$62,506	2024
Meadville Medical Center Foundation	PA	\$432,283	Ceo	\$205,163	\$226,416	2023
Consult Atlas Foundation	AZ	\$432,256	Chief Legal Officer	\$8,931	\$9,233	2024
Clinical And Patient Educators	CO	\$432,034	President	\$15,158	\$15,623	2024
High & Mighty Therapeutic Riding	NY	\$432,029	Executiver Director	\$76,767	\$74,565	2024
Medical Dental Staff Of Jersey City	NJ	\$431,794	President	\$21,530	\$20,662	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **1263** organizations. Compensation range \$20–\$3,519,051; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$435,656); for reference, expenses \$410,363 and assets \$873,064.

ROLE MATCH	Karen Laporte, reported title " <i>TRUSTEE</i> ", 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	284 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	56 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	2nd
Total compensation (D + F), as reported (no adjustments)	2nd
Reportable pay only (column D), adjusted	23rd
All sources (D + E + F), adjusted	1st

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 (Karen Laporte) 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 1263 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,500 is reasonable (approximately the 2nd 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.