

Azimuth Counseling And Therapeutic Services Inc

Executive Director / CEO

EIN 203545100
 VT · NTEE F30
 FY ending 2025-08-31
June 9, 2026

This analysis benchmarks the total compensation of **Scott Rancourt, Executive Director / CEO** (\$12,500) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

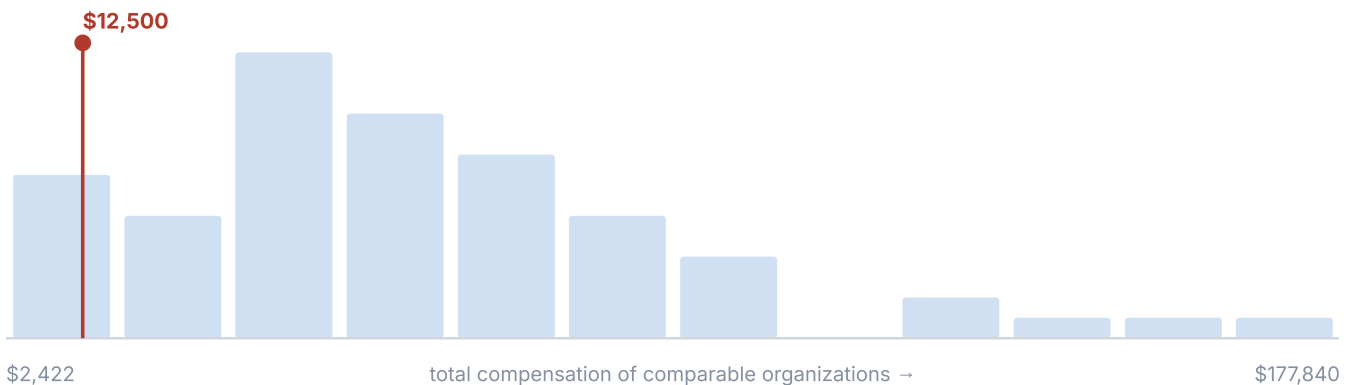
Benchmarked executive: Scott Rancourt — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F30).
BUDGET	Total revenue between \$154,517 and \$345,934 — 0.67x to 1.50x the subject's \$230,623 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,366 10TH	\$33,141 25TH	\$49,693 MEDIAN	\$73,034 75TH	\$100,257 90TH	\$12,500 THIS ORG · 10TH
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\$12,500



● 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
Teton Valley Mental Health	ID	\$233,570	Executive Di	\$72,659	\$78,824	2024
Community Improvement Associates	NH	\$235,476	Employee Representative	\$33,500	\$31,545	2024
Christian Counseling Connection Inc	CT	\$224,871	Exec. Dir. (Ret 6/24)	\$6,668	\$6,375	2024
Bella Terra Stables	PA	\$223,353	President/executive Director	\$33,007	\$33,567	2024
The Samaritan Counseling Center Of	GA	\$238,356	Executive Di	\$90,025	\$92,311	2024
Mental Health Programs Inc V	MA	\$240,219	President	\$12,032	\$10,742	2025
Rise Canyon Ranch	CA	\$220,642	Board Member	\$61,021	\$52,350	2025
Blue Mountain Health Cooperative	WA	\$219,923	Executive Dir.	\$71,160	\$64,972	2024
Nami Lowcountry	SC	\$219,077	Executive Di	\$62,000	\$67,910	2023
Vibrant Lives Of Montana	MT	\$219,037	Therapist	\$44,522	\$50,388	2023
Dreavita Counseling Coaching And Consulting Inc	DE	\$245,854	Founder	\$157,570	\$157,341	2024
Pennsylvania Association Of Psychiatric	PA	\$214,452	Executive Director	\$74,542	\$75,808	2024
Crested Butte State Of Mind	CO	\$247,597	Executive Director	\$63,135	\$63,562	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Merakey Youth Services	PA	\$249,352	President/ceo	\$55,952	\$58,583	2023
Our Daily Gnome Creative Arts Center Of Chesapeake	VA	\$249,365	President	\$2,714	\$2,751	2023
Strong Partners In Health	OR	\$250,000	Managing Director	\$22,888	\$22,317	2023
Animal Companion Counseling	OH	\$210,989	Co-executive Director	\$44,007	\$47,533	2024
The Speedy Foundation Inc	ID	\$250,333	Executive Director	\$77,000	\$83,534	2024
Logos Healing Institute	CO	\$209,780	President And Director Of Ops	\$50,817	\$49,693	2024
Live Oak Counseling Center	SC	\$208,958	Executive Director	\$51,062	\$55,930	2023
Ground Work Inc	AZ	\$206,523	Chair	\$16,000	\$15,692	2024
Renovations For Life Inc	ID	\$205,716	Secretary	\$30,155	\$32,714	2024
Depression And Bipolar Support Alliance	CA	\$205,574	Executive Director	\$66,000	\$59,836	2023
Champions For Children's Mental Health	DE	\$255,744	Executive Director	\$100,121	\$102,929	2023
Christian Counseling Of Mid Michigan	MI	\$205,033	Executive Director	\$40,189	\$41,213	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT cost of living and 2025 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	63 organizations. Compensation range \$2,422–\$177,840; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$230,623); for reference, expenses \$230,219 and assets \$53,633.
ROLE MATCH	Scott Rancourt, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	6 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 (Scott Rancourt) 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 63 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,500 is reasonable (approximately the 10th 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.