

Vermont Center For Integrative

Executive Director / CEO

EIN 208607531
 VT · NTEE B30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Larken Bunce, Executive Director / CEO** (\$40,810) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

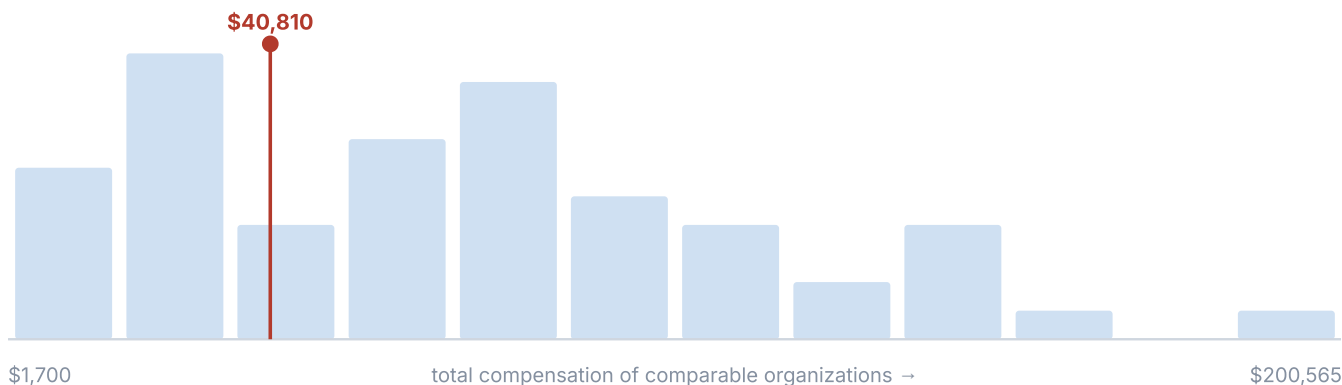
Benchmarked executive: Larken Bunce — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B30).
BUDGET	Total revenue between \$206,583 and \$462,501 — 0.67x to 1.50x the subject's \$308,334 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B30), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,128	\$31,835	\$63,964	\$96,073	\$134,347	\$40,810
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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
Vehicles For Change San Diego Inc	CA	\$310,145	Executive Director	\$86,539	\$76,435	2023
Waterloo Joint Apprenticeship	IA	\$299,592	Training Dir	\$32,255	\$35,088	2024
Heart Missionary Training Institute	FL	\$317,972	Executive Di	\$42,000	\$40,358	2023
Limitless Vistas Inc	LA	\$319,409	Business Manager	\$29,100	\$31,835	2024
Ironworkers Local 6 Training Fund	NY	\$292,083	Administrato	\$12,656	\$11,362	2024
Insulators Local Union #89 - Jatc Accoun	NJ	\$288,308	Trustee	\$109,282	\$96,939	2024
Association Of Accredited Naturopathic	DC	\$283,366	Executive Director - Non-voting	\$122,808	\$107,069	2024
Judge Dinkins Educational Center	TN	\$281,490	President & Ceo	\$130,000	\$135,762	2024
Cherry Hill Huaxia Chinese School	NJ	\$280,262	Principal	\$13,680	\$12,135	2024
American Organ Academy	OH	\$279,822	Chairman/dir	\$185,131	\$200,565	2023
Wellness Council Of Wisconsin Inc	WI	\$279,775	Executive Director	\$101,900	\$105,731	2024
Tfg Heartwood Inc	NH	\$337,875	Director	\$1,800	\$1,700	2023
Iron Workers Local 33 Apprentice	NY	\$272,440	Coordinator	\$88,438	\$79,397	2024
Alliance For Technology Education In	TX	\$271,735	Executive Director	\$72,047	\$73,717	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Suncoast Career Academy Inc	FL	\$347,093	Board Member	\$31,130	\$29,055	2024
Pullman Tech Workshop	IL	\$268,572	Officer	\$24,333	\$23,767	2024
Ignite Classical School	LA	\$268,464	Head Of School	\$4,251	\$4,651	2024
Colorado Bioscience Institute	CO	\$266,856	President	\$9,942	\$9,471	2024
Association Of Camp Nursing Inc	KY	\$349,998	Ceo	\$31,577	\$33,705	2024
Ed3 Galaxy	NY	\$266,626	Vice President	\$30,006	\$27,734	2023
Local 107 Development And Training	WI	\$354,146	Union Trustee	\$135,907	\$137,382	2025
Upright Wellness Center Inc	CA	\$355,126	Ceo	\$150,000	\$128,686	2024
Rebound A Building Trades Organization	WA	\$259,519	Executive Dir.	\$154,773	\$141,738	2023
Urban Youth Racing School Inc	PA	\$359,241	Executive Director	\$71,760	\$73,198	2023
Chafer Theological Seminary	NM	\$362,482	President	\$42,350	\$46,591	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 2024 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 **53** organizations. Compensation range \$1,700–\$200,565; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$308,334); for reference, expenses \$316,913 and assets \$6,821.
ROLE MATCH	Larken Bunce, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	34 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	28 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 (Larken Bunce) 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 53 similarly situated organizations (Same NTEE sector (B30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,810 is reasonable (approximately the 34th 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.