

Vermont Federation Of Sportsmen's

Executive Director / CEO

EIN 237398926

VT · NTEE B60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chris Bradley, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

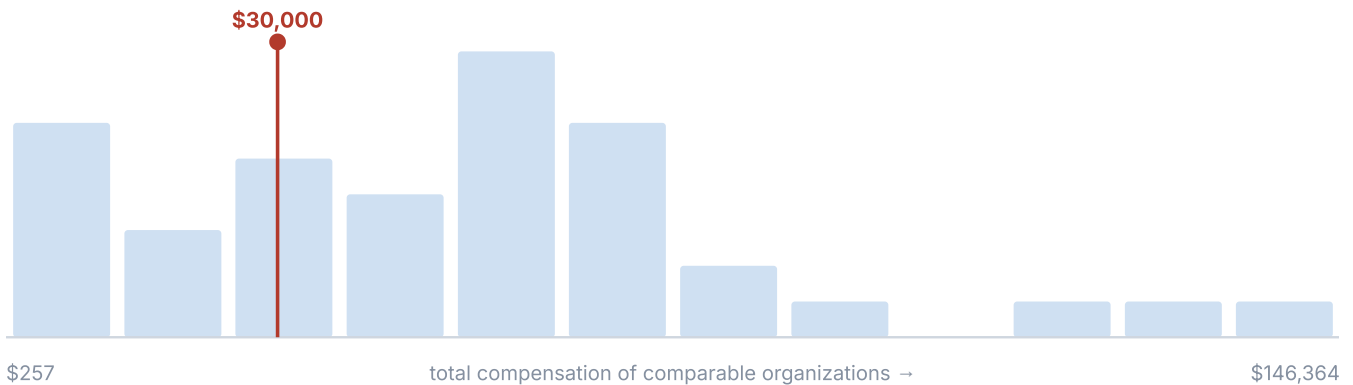
Benchmarked executive: Chris Bradley — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$89,063 and \$199,395 — 0.67x to 1.50x the subject's \$132,930 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,344	\$26,392	\$49,957	\$68,189	\$84,261	\$30,000
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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
National African-american Women's Leadership Institute	TX	\$131,195	Executive Director	\$36,458	\$36,233	2024
Center For Arts Design And Social	MA	\$135,560	Executive Director	\$89,581	\$82,339	2023
Rocky Mountain Sustainable Living Assoc	CO	\$122,850	Director	\$61,215	\$58,317	2024
Khatib Bridge And Education Of Palm City Inc	FL	\$145,880	Manager	\$10,000	\$9,609	2023
Sewanee Church Music Conference	AL	\$146,071	Conference Director	\$3,000	\$3,316	2023
Effective Management Association Corp	IL	\$146,424	Past Board Member	\$59,255	\$59,586	2023
Christian Heritage Home	WA	\$149,107	Director	\$30,000	\$26,685	2024
Financial Wellness Institute Inc	NJ	\$149,920	Ceo	\$165,000	\$146,364	2024
Nevada Christian Institute	NV	\$115,276	Secretary	\$10,500	\$10,457	2024
Wyoming Family Home Ownership	WY	\$151,400	Prior Exec D	\$81,474	\$86,678	2024
Literacy Volunteers Of America Bitterroot Inc	MT	\$114,411	Executive Director	\$75,481	\$83,225	2023
Washington Baptist Seminary	DC	\$114,397	President	\$12,000	\$10,462	2024
Academy For Lifelong Learning	NY	\$114,020	Executive Di	\$81,673	\$71,434	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Balanced Rock Foundation	CA	\$153,486	Executive Director	\$81,638	\$72,106	2023
Houston Taiwan Institute Of Senior	TX	\$154,911	President	\$30,107	\$29,921	2024
German Language School Of Naper	IL	\$156,641	Chair Of The B	\$26,920	\$26,294	2024
Iowa Civil Justice Foundation	IA	\$157,676	Executive Director	\$122,488	\$133,247	2024
Western Institute Of Legal Medicine	CA	\$162,345	President	\$47,500	\$41,954	2023
Texas Arabic Academy Inc	TX	\$102,125	Ceo	\$22,000	\$21,864	2024
Northwest Tennessee	TN	\$101,975	President/ce	\$56,923	\$59,446	2024
Evolve Mentoring	NC	\$100,977	Executive Director	\$41,333	\$45,475	2022
Institute For Advertising Ethics	NY	\$165,475	President	\$125,000	\$115,536	2023
The Meadows Of Northern Arizona Inc	AZ	\$169,304	London	\$42,271	\$40,390	2024
Mammacare Foundation Inc	FL	\$94,855	President	\$19,322	\$17,569	2025
War Legacies Project Inc	VT	\$94,564	Executive Director/board Secretary	\$49,448	\$49,448	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 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	38 organizations. Compensation range \$257–\$146,364; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$132,930); for reference, expenses \$197,269 and assets \$178,977. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Chris Bradley, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	32 nd
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	29 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 (Chris Bradley) 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 38 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 32nd 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.