

Hyperbaric Vermont Inc

Executive Director / CEO

EIN 300964512

VT · NTEE C35

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Grace Johnstone, Executive Director / CEO** (\$30,372) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

Benchmarked executive: Grace Johnstone — 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 (C35).

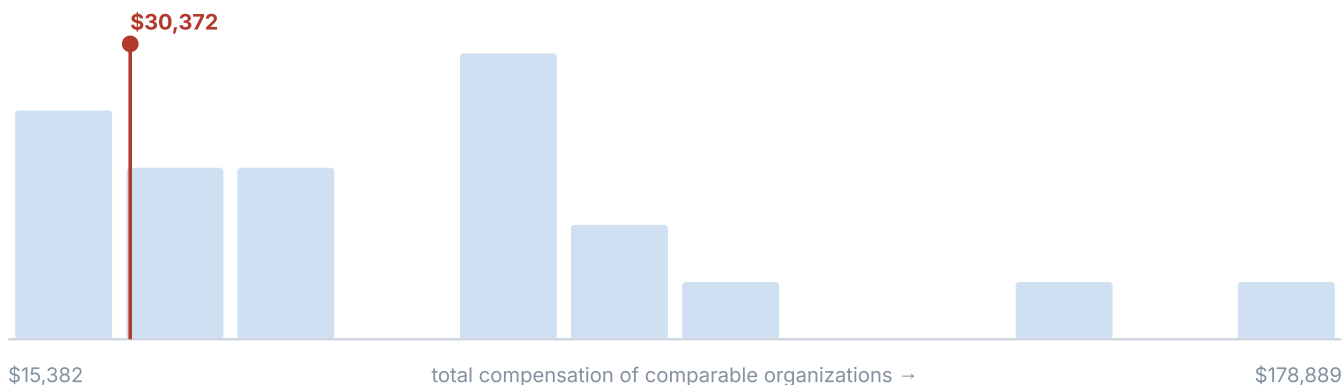
BUDGET Total revenue between \$156,544 and \$350,472 — 0.67x to 1.50x the subject's \$233,648 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C35), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,726	\$30,706	\$61,544	\$83,149	\$109,484	\$30,372
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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
Lite Initiatives	CA	\$241,633	General Manager	\$29,262	\$25,104	2024
Wind For Schools Llc Dba Repowering Schools	VA	\$221,343	Executive Director	\$40,915	\$40,409	2023
Innovators Educational Foundation	MO	\$249,404	President	\$97,793	\$105,946	2023
Texas Foundation For Innovative	TX	\$251,442	Key Employee	\$180,000	\$178,889	2024
New Power Tour Inc	MI	\$265,115	Managing Director	\$15,000	\$15,382	2024
Greater Sacramento Regional	CA	\$266,443	Executive Dir.	\$36,117	\$30,985	2024
Missourians For A Balanced Energy Future	MO	\$188,000	Executive Director	\$70,000	\$73,660	2024
Tosv Inc	CA	\$186,354	President	\$30,067	\$25,795	2024
One Earth Collective	IL	\$281,886	Executive Dir.	\$79,000	\$77,163	2024
Energy Programs Consortium	DC	\$283,320	Executive Director	\$51,000	\$45,777	2023
E-tech International	NM	\$299,417	President/ex	\$27,950	\$29,867	2024
Leaders For Clean Air	UT	\$306,178	Executive Dir.	\$28,000	\$28,472	2024
Louisiana Clean Energy Fund	LA	\$312,655	President/director	\$78,164	\$88,037	2023
Blueenergy	OR	\$316,956	Executive Director, Director, Secretary	\$45,000	\$42,745	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Net-negative Co2 Baseload Power Inc	WA	\$320,000	Ceo And President (Resigned 1/1/25 After Tax Year)	\$94,250	\$83,836	2024
Clean Air Institute	DC	\$322,593	Director	\$78,500	\$70,461	2023
Carbon Offsets To Alleviate Poverty	CA	\$323,251	Ceo	\$59,583	\$52,626	2023
Wyoming Petroleum Foundation	WY	\$327,364	Ex-officio Member	\$76,831	\$81,739	2024
Energy Action Network Inc	VT	\$334,745	Executive Director	\$141,329	\$141,329	2024
Tulsa Bike Share Inc	OK	\$338,763	Executive Dir.	\$73,620	\$82,920	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 20 organizations. Compensation range \$15,382–\$178,889; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$233,648); for reference, expenses \$189,447 and assets \$134,705.

ROLE MATCH Grace Johnstone, reported title *"President"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 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	25 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	25 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 (Grace Johnstone) 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 20 similarly situated organizations (Same NTEE sector (C35), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,372 is reasonable (approximately the 25th 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.