

This analysis benchmarks the total compensation of **Laura Subin, Executive Director / CEO** (\$47,375) against **every comparable organization** that fit the selection criteria — **189** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61<sup>st</sup>** percentile of comparable organizations

within the typical range

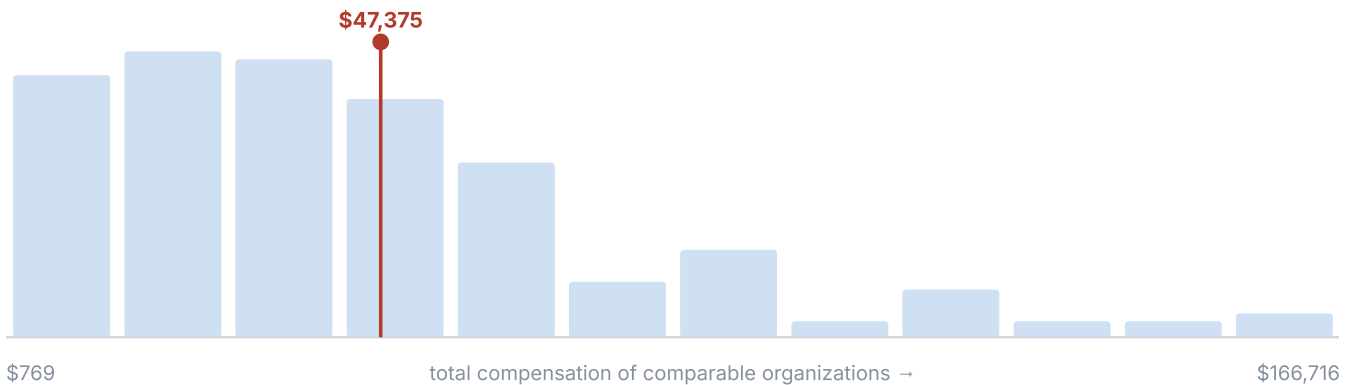
**Benchmarked executive:** Laura Subin — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$145,025 and \$324,684 — 0.67x to 1.50x the subject's \$216,456 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**189** organizations qualified on sector, size, and geography → **189** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,221	\$20,979	\$36,891	\$61,124	\$94,092	<b>\$47,375</b>
---------	----------	----------	----------	----------	-----------------



## ■ 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
<a href="#">Liberty County Manna House</a>	GA	\$216,787	Director	\$43,000	<b>\$44,224</b>	2023
<a href="#">Women's Fund Of Greater Chattanooga</a>	TN	\$216,100	Executive Director	\$87,604	<b>\$91,487</b>	2024
<a href="#">Asi - Austin Texas Inc</a>	MN	\$215,876	President/tr	\$65,715	<b>\$66,418</b>	2023
<a href="#">Donald Driver Foundation Inc</a>	WI	\$218,513	Vice President/treasurer	\$32,633	<b>\$34,860</b>	2023
<a href="#">Madav XVII Foundation</a>	OH	\$218,568	President/trustee	\$54,292	<b>\$58,819</b>	2023
<a href="#">Wounded Heroes Of America</a>	CA	\$214,144	President & Ceo	\$75,000	<b>\$64,343</b>	2024
<a href="#">The Power Of Play Charitable Fund</a>	NC	\$213,405	Execuive Director	\$50,000	<b>\$51,328</b>	2024
<a href="#">Chatfield Firefighters Activities Associ</a>	MN	\$219,515	President	\$1,000	<b>\$982</b>	2024
<a href="#">Public Health Fund Of Ohio</a>	OH	\$219,629	President/secretary (Start 07/24)	\$12,174	<b>\$12,811</b>	2024
<a href="#">Jeremiah 2911 Inc</a>	CO	\$213,036	President & Ceo	\$175,000	<b>\$166,716</b>	2024
<a href="#">Wilson Medical Center Foundation</a>	KS	\$219,886	Executive Director (Thru March 2024)	\$3,600	<b>\$3,864</b>	2024
<a href="#">Trulight Ministries</a>	OH	\$212,911	President/ex	\$19,248	<b>\$20,254</b>	2024
<a href="#">Shane Mcconkey Foundation</a>	CA	\$220,153	President	\$50,000	<b>\$42,895</b>	2024
<a href="#">Great Strides Long Island Inc</a>	NY	\$212,536	Executive Director	\$16,800	<b>\$15,083</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lawrence Township Education Foundation</a>	NJ	\$212,194	Executive Director (7/1/23 - 2/29/24)	\$52,500	<b>\$46,570</b>	2024
<a href="#">Fernando Foundation Inc</a>	GA	\$220,900	President	\$95,399	<b>\$95,300</b>	2024
<a href="#">The Rauch Foundation Inc</a>	IN	\$220,940	Ceo	\$22,276	<b>\$24,028</b>	2023
<a href="#">Good Bourbon For A Good Cause</a>	TX	\$211,739	Director/president	\$24,398	<b>\$24,247</b>	2024
<a href="#">Main Street Barberton Inc</a>	OH	\$211,497	Executive Di	\$65,834	<b>\$69,276</b>	2024
<a href="#">Long Island Community Chest Inc</a>	NY	\$211,429	Executive Director	\$30,000	<b>\$26,933</b>	2024
<a href="#">Oklahoma Blood Institute Foundation</a>	OK	\$211,405	President & Ceo	\$85,934	<b>\$94,012</b>	2024
<a href="#">Friends Of Dangberg Home Ranch</a>	NV	\$210,976	Executive Director	\$57,386	<b>\$57,149</b>	2024
<a href="#">Muscatine Chamber Of Commerce</a>	IA	\$209,493	President/ce	\$3,906	<b>\$4,139</b>	2025
<a href="#">Vision Hudson Valley</a>	NY	\$223,450	Director	\$80,000	<b>\$73,943</b>	2023
<a href="#">Families Matter Food Pantry Inc</a>	PA	\$223,699	Board Member	\$21,600	<b>\$22,033</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	189 organizations. Compensation range \$769–\$166,716; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$216,456); for reference, expenses \$320,915 and assets \$168,531. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Laura Subin, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	61 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	60 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</sup>

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 (Laura Subin) 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 189 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$47,375 is reasonable (approximately the 61<sup>st</sup> 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.