

This analysis benchmarks the total compensation of **Caitlin Boyle, Executive Director / CEO** (\$18,846) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

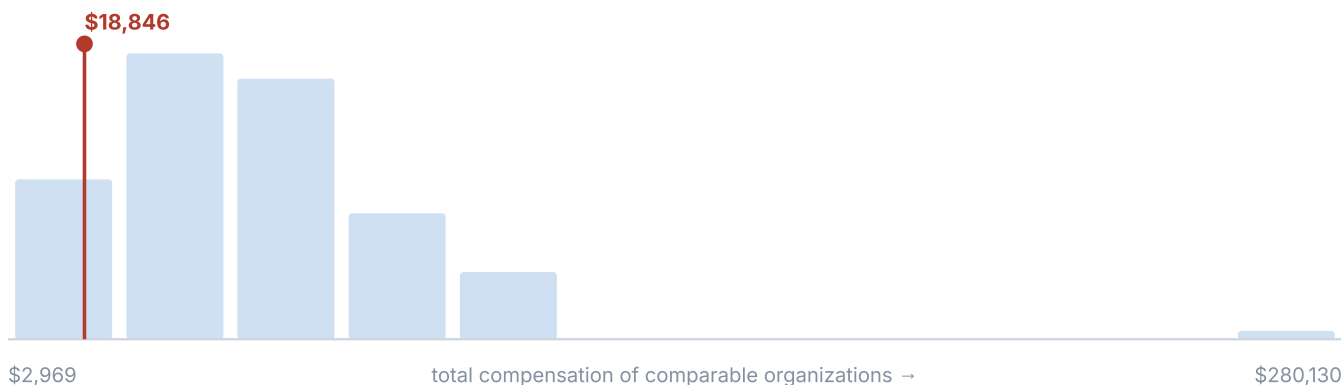
Benchmarked executive: Caitlin Boyle — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A99).
BUDGET	Total revenue between \$252,697 and \$565,740 — 0.67x to 1.50x the subject's \$377,160 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

108 organizations qualified on sector, size, and geography → **108** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,027	\$35,248	\$52,277	\$71,823	\$90,218	\$18,846
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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
Forward Progress Arts & Entertainment Centers Inc	TX	\$372,833	Executive Director	\$23,050	\$22,908	2024
Higher Works Collaborative	MN	\$372,381	Exec Adminis	\$37,671	\$38,075	2023
D2is Foundation	CA	\$382,720	President	\$40,327	\$35,618	2023
Spaceflight Mission	TX	\$371,544	Founding Board Member	\$41,250	\$40,995	2024
Open Tone Music	OH	\$371,437	Program Director	\$45,928	\$48,329	2024
National Association Of Women	NY	\$371,048	Executive Di	\$42,940	\$38,550	2024
Henderson Chamber Of Commerce	NV	\$390,603	Ed Of Founda	\$9,089	\$9,052	2024
Demolay International 73000 Northern California	CA	\$390,765	Executive Director	\$81,946	\$72,378	2023
National Association Of Presidential	TX	\$362,974	Executive Director	\$72,500	\$70,195	2025
Colorado Springs Community Ventures Inc	CO	\$391,700	Chief Executive Officer	\$21,010	\$20,015	2024
Landmark Events Inc	FL	\$392,181	President	\$91,000	\$82,744	2025
Oregon Walks	OR	\$392,591	Executive Di	\$80,519	\$76,484	2023
De Colores Arts	CA	\$393,608	Executive Director	\$132,613	\$113,769	2024
Carlton Landing Charitable Foundation	OK	\$397,725	Executive Dir. (Thru May)	\$9,000	\$10,137	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Native Peoples Action Community Fund	AK	\$355,456	Executive Dir.	\$3,126	\$2,969	2024
Drag Story Hour	CA	\$349,890	E.d. To 12/23	\$66,058	\$56,671	2024
Women & Family Life Center Inc	CT	\$408,164	Executive Director	\$105,925	\$101,587	2023
Creativeone Productions Inc	FL	\$408,596	President	\$66,000	\$63,419	2023
Splashes Of Hope Inc	NY	\$409,705	Founder/ceo	\$80,000	\$71,822	2024
Sol Treasures Inc	CA	\$343,778	Executive Dir.	\$83,334	\$71,493	2024
Los Angeles Indigenous Peoples' Alliance	CA	\$336,000	Director	\$6,000	\$5,147	2024
West Hartford Art League Inc	CT	\$419,447	Executive Di	\$70,079	\$63,599	2025
Learning First Alliance	VA	\$422,999	Executive Director	\$114,920	\$110,241	2024
Connectfaith Inc	NY	\$330,383	Executive Director	\$48,000	\$43,093	2024
Florida Insurance Fraud Education Committee	FL	\$424,014	Director (Compensated As Webmaster)	\$7,821	\$7,300	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 **108** organizations. Compensation range \$2,969–\$280,130; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$377,160); for reference, expenses \$278,469 and assets \$258,356.
ROLE MATCH	Caitlin Boyle, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	12 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	8 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 (Caitlin Boyle) 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 108 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,846 is reasonable (approximately the 12th 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.