

Green Mountain Academy Inc

Executive Director / CEO

EIN 814172305

VT · NTEE O50

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Jason Trask, Executive Director / CEO** (\$30,940) against **every comparable organization** that fit the selection criteria — **475** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

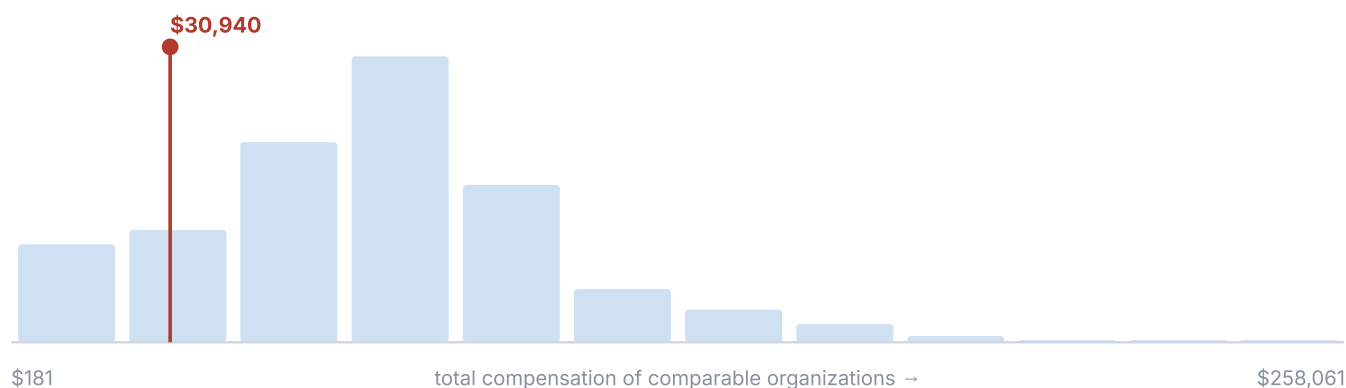
Benchmarked executive: Jason Trask — reported title “BOARD PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$334,531 and \$748,951 — 0.67x to 1.50x the subject's \$499,301 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

475 organizations qualified on sector, size, and geography → **475** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,370	\$50,289	\$70,123	\$88,462	\$114,364	\$30,940
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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
4th Family Inc	NY	\$499,407	President	\$32,000	\$29,577	2023
Pennsylvania Juneteenth	PA	\$499,680	Executive Di	\$44,115	\$44,999	2023
Ivy Child International	MA	\$498,296	Director	\$75,000	\$68,937	2023
Ynot Outdoors Inc	IL	\$498,275	Officer	\$206,200	\$207,354	2023
Shepower Leadership Academy	CA	\$496,530	President	\$101,435	\$87,022	2024
Santa Monica Bay Music Foundation	CA	\$502,510	Ceo/director	\$25,893	\$22,214	2024
Westfield Athletic Boosters	IN	\$502,675	Treasurer	\$2,200	\$2,305	2024
The Relief Zone Inc	NY	\$495,679	Executive Di	\$57,641	\$53,277	2023
Girls On The Run Of Snohomish County	WA	\$502,993	Executive Director	\$78,288	\$67,842	2025
Kids Outdoor Sports Camp	CA	\$503,393	Executive Director	\$97,683	\$86,278	2023
Girls On The Run-dc Inc	DC	\$495,158	Executive Director	\$132,273	\$115,321	2024
Connect Us Inc	CT	\$504,368	Executive Director	\$177,318	\$165,178	2024
Van Buren Youth Camp Inc	MI	\$493,520	Camp Director	\$46,128	\$48,700	2023
Angel Street Inc	TN	\$493,088	Executive Director	\$66,923	\$69,889	2024
100 Black Men Of Middle Tn Inc	TN	\$492,779	Executive Director	\$110,000	\$114,876	2024
Excellent Teen Choice Inc	TX	\$506,855	Executive Director	\$91,000	\$90,438	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Aguila Youth Leadership Institute Inc	NM	\$506,993	Ceo / Founder	\$99,500	\$109,465	2023
The Dream Center Of Randolph County	NC	\$491,515	Executive Director	\$61,633	\$63,270	2024
Children Of The City Inc	NY	\$508,015	Executive Director	\$63,577	\$58,764	2023
Summerhill Community Ministries Inc	GA	\$508,095	Executive Director	\$58,347	\$60,008	2023
Children Having Opportunities	FL	\$508,543	Exec Director / Ceo	\$56,582	\$54,369	2023
Arts Holding Hands And Hearts Inc	PA	\$509,143	Executive Di	\$42,000	\$40,539	2025
The Find Design	TN	\$509,873	Executive Dir.	\$79,148	\$82,656	2024
Active Youth Wisconsin Inc	WI	\$510,580	Executive Dir.	\$57,000	\$59,143	2024
Transformations Youth Group	MO	\$487,925	Executive Director	\$56,442	\$61,147	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 475 organizations. Compensation range \$181–\$258,061; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$499,301); for reference, expenses \$534,505 and assets \$152,034.

ROLE MATCH	Jason Trask, reported title " <i>BOARD PRESIDENT</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	15 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	15 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 (Jason Trask) 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 10, 2026, comparing compensation against 475 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,940 is reasonable (approximately the 15th 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 10, 2026.