

Vermont Donor Milk Center Inc

Executive Director / CEO

EIN 843052733

VT · NTEE E60

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Rachel Foxx, Executive Director / CEO** (\$13,000) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

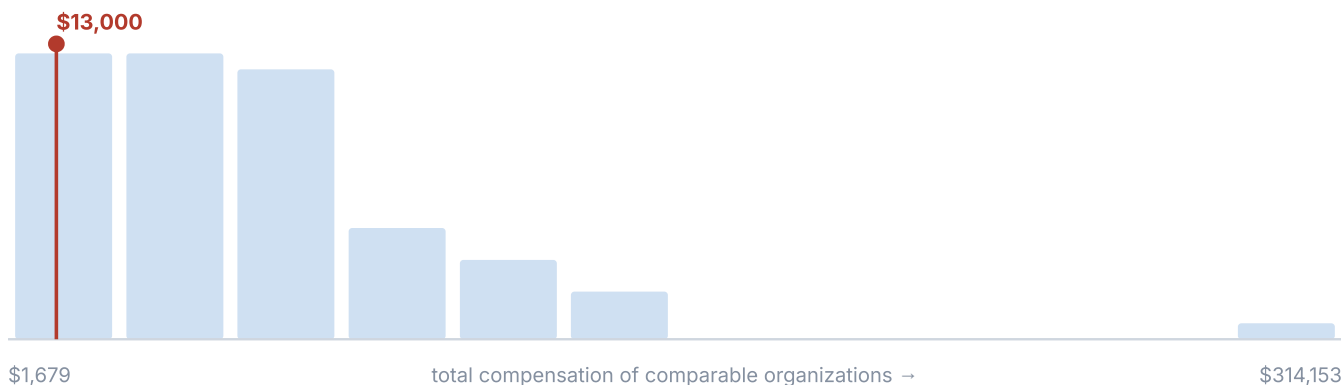
Benchmarked executive: Rachel Foxx — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

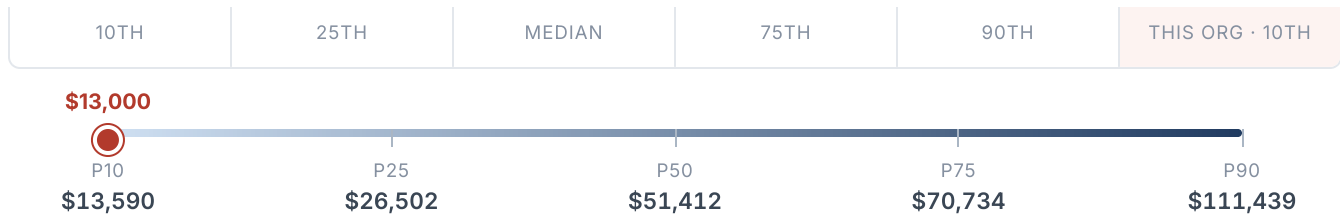
SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$136,355 and \$305,272 — 0.67x to 1.50x the subject's \$203,515 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,590	\$26,502	\$51,412	\$70,734	\$111,439	\$13,000
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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
Keralty Compassionate Communities Inc	FL	\$203,000	General Manager	\$147,674	\$133,875	2024
Als United Inc	OR	\$201,910	President	\$170,004	\$148,424	2025
Fringe Public Health	MD	\$200,125	Executive Dir.	\$15,600	\$14,490	2023
Lowcountry Equine-assisted Psychotherapy	SC	\$208,547	Executive Director	\$102,375	\$106,110	2023
Sharing Down Syndrome Arizona Inc	AZ	\$195,195	Executive Director	\$36,504	\$34,879	2023
Cross Keys Equine Therapy	VA	\$214,752	Executive Director	\$13,000	\$12,471	2023
E4 Project Inc	CO	\$190,089	Cofounder/pr	\$67,000	\$63,828	2023
Erle And Emma White Hospice Endowment Trust	TX	\$217,002	Trustee	\$6,228	\$6,190	2023
Oregon Community Brokerages	OR	\$217,743	Executive Director	\$114,852	\$100,273	2025
Allpaths Family Building Inc	MA	\$218,148	Executive Director	\$74,700	\$66,691	2023
Dermatology Manager's Association	GA	\$220,061	President	\$22,575	\$21,904	2024
Dc Breastfeeding Coalition	DC	\$220,372	President	\$4,500	\$3,811	2024
Pharmacy For The Public Good Inc	NY	\$220,847	Executive Di	\$16,500	\$14,389	2024
Thriving4life Inc	TN	\$183,897	President	\$85,000	\$86,220	2024
The Institute For Poetic Medicine	CA	\$182,926	President/ceo	\$43,830	\$36,524	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wyoming Health Resources Network Inc	WY	\$182,881	Executive Director	\$22,500	\$23,250	2024
Spanish Health Ministry Inc	PA	\$180,035	President	\$54,354	\$50,959	2025
Danville Neca-ibew Electrical Jatc	IL	\$228,990	Training Director	\$63,333	\$61,860	2023
Multiple Sclerosis Resources Of Central	NY	\$229,479	Executive Director	\$76,059	\$66,325	2024
My Medic Training And Response	UT	\$175,591	President	\$34,991	\$34,559	2024
Cek Rn Consulting Inc	NY	\$231,720	Executive Director	\$101,900	\$91,483	2023
Lansing Syringe Access Inc	MI	\$233,783	President	\$4,583	\$4,565	2024
A Thousand Joys Inc	CA	\$172,864	Ceo	\$100,000	\$83,329	2024
Medical Loan Closet Of Henderson	NC	\$172,846	Executive Di	\$30,500	\$30,412	2024
Shade Of The Tree Gigstad	IA	\$235,100	Ceopresident	\$72,400	\$76,500	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 2023 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	69 organizations. Compensation range \$1,679–\$314,153; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$203,515); for reference, expenses \$240,341 and assets \$63,928.
ROLE MATCH	Rachel Foxx, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this 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	3 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	10 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	7 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 (Rachel Foxx) 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 69 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,000 is reasonable (approximately the 10th 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.