

Vermont Asylum Assistance Project Inc

Executive Director / CEO

EIN 923916308

VT · NTEE W11

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Wasserman, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **143** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Rebecca Wasserman — 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 (W11).
BUDGET	Total revenue between \$90,293 and \$202,150 — 0.67x to 1.50x the subject's \$134,767 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

143 organizations qualified on sector, size, and geography → **143** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,952	\$10,890	\$26,405	\$49,966	\$80,337	\$10,000
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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
Warriors Rock	PA	\$135,753	Secretary	\$40,800	\$40,423	2024
Your Grandmothers Cupboard	NJ	\$135,972	President	\$47,951	\$42,535	2024
Sky Lakes Water Supply Corporation	TX	\$133,526	Treasurer	\$6,000	\$5,963	2024
Wisconsin Vfw Foundation Inc	WI	\$136,914	Director	\$4,684	\$4,860	2024
Aliquippa Economic Development Corporation	PA	\$137,369	Executive Director	\$78,000	\$79,563	2023
Tioga American Legion Post 139	ND	\$137,632	Finance Officer / Gaming Manager	\$21,500	\$23,441	2024
American Water Works Association	MO	\$137,722	Former Executive Director	\$16,042	\$17,380	2023
Challenge America	CO	\$138,619	Founder & Ce	\$22,917	\$22,477	2023
American Legion Post 169 Inc	MI	\$139,586	Commander, Finance Officer	\$2,100	\$2,217	2023
American Legion Post 401	OH	\$140,179	1st Vice Com	\$4,000	\$4,333	2023
The Registration Project Inc	DC	\$141,445	Director/treasurer	\$3,400	\$2,964	2024
Myna Mahila Usa Inc	MD	\$127,851	Operations Officer	\$9,600	\$8,917	2024
Montana Family Foundation Inc	MT	\$141,786	President/ Ceo	\$30,291	\$33,399	2023
Louisiana National Guard Enlisted Association	LA	\$127,680	Executive Director	\$7,400	\$8,335	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Legion Whitestown Post 1113	NY	\$127,346	Service Officer	\$58,425	\$52,452	2024
Acworth & Kennesaw Post 5408 Veterans Of Foreign W	GA	\$142,715	Adjutant	\$50	\$51	2023
Semper Fi Flo Foundation	MN	\$143,143	Executive Director	\$54,000	\$51,646	2025
Aurora Firefighters Credit Union	IL	\$143,304	Head Teller	\$14,130	\$13,801	2024
American Legion Post 234	IN	\$125,706	Commander	\$9,809	\$10,581	2023
Loving Our Cities Inc	NJ	\$125,043	President	\$60,000	\$53,223	2024
Hand In Hand Partnership	AL	\$125,038	Secretary And Treasurer	\$67,084	\$74,130	2023
Wa State Dept Of Transportation	WA	\$144,676	Executive Di	\$18,000	\$16,484	2023
Valhalla Veterans Services	PA	\$144,845	Executive Director	\$24,000	\$23,778	2024
Mettler Valley Mutual Water Co Inc	CA	\$145,149	Secretary	\$16,838	\$14,872	2023
Lions Foundation Of Victoria	MN	\$145,476	Gambling Manager	\$16,000	\$15,707	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 **143** organizations. Compensation range \$51–\$290,702; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$134,767); for reference, expenses \$87,619 and assets \$73,519.
ROLE MATCH	Rebecca Wasserman, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	21 st

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 (Rebecca Wasserman) 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 143 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 23rd 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.