

# Montana Family Foundation Inc

Executive Director / CEO

EIN 201637490  
 MT · NTEE W019  
 FY ending 2023-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Jeff Laszloffy, Executive Director / CEO** (\$30,291) against **every comparable organization** that fit the selection criteria — **164** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

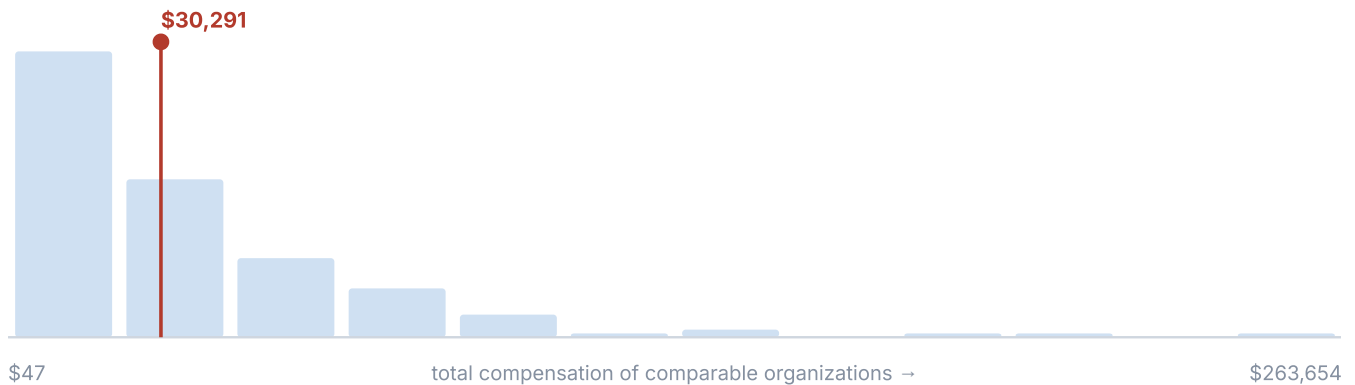
**Benchmarked executive:** Jeff Laszloffy — reported title "President/ CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W019).
BUDGET	Total revenue between \$94,996 and \$212,679 — 0.67x to 1.50x the subject's \$141,786 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

**164** organizations qualified on sector, size, and geography → **164** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,088	\$10,586	\$23,358	\$46,750	\$79,484	<b>\$30,291</b>
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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 MT 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="#">The Registration Project Inc</a>	DC	\$141,445	Director/treasurer	\$3,400	<b>\$2,688</b>	2024
<a href="#">Acworth &amp; Kennesaw Post 5408 Veterans Of Foreign W</a>	GA	\$142,715	Adjutant	\$50	<b>\$47</b>	2023
<a href="#">Semper Fi Flo Foundation</a>	MN	\$143,143	Executive Director	\$54,000	<b>\$46,841</b>	2025
<a href="#">Aurora Firefighters Credit Union</a>	IL	\$143,304	Head Teller	\$14,130	<b>\$12,518</b>	2024
<a href="#">American Legion Post 401</a>	OH	\$140,179	1st Vice Com	\$4,000	<b>\$3,930</b>	2023
<a href="#">American Legion Post 169 Inc</a>	MI	\$139,586	Commander, Finance Officer	\$2,100	<b>\$2,011</b>	2023
<a href="#">Wa State Dept Of Transportation</a>	WA	\$144,676	Executive Di	\$18,000	<b>\$14,950</b>	2023
<a href="#">Valhalla Veterans Services</a>	PA	\$144,845	Executive Director	\$24,000	<b>\$21,566</b>	2024
<a href="#">Challenge America</a>	CO	\$138,619	Founder & Ce	\$22,917	<b>\$20,386</b>	2023
<a href="#">Mettler Valley Mutual Water Co Inc</a>	CA	\$145,149	Secretary	\$16,838	<b>\$13,488</b>	2023
<a href="#">Lions Foundation Of Victoria</a>	MN	\$145,476	Gambling Manager	\$16,000	<b>\$14,246</b>	2024
<a href="#">American Water Works Association</a>	MO	\$137,722	Former Executive Director	\$16,042	<b>\$15,762</b>	2023
<a href="#">Blessing The Children International</a>	MI	\$145,936	President	\$48,000	<b>\$44,643</b>	2024
<a href="#">Tioga American Legion Post 139</a>	ND	\$137,632	Finance Officer / Gaming Manager	\$21,500	<b>\$21,260</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Merc Playhouse Society</a>	WA	\$146,097	Former Executive Director	\$30,000	<b>\$24,202</b>	2024
<a href="#">Aliquippa Economic Development Corporation</a>	PA	\$137,369	Executive Director	\$78,000	<b>\$72,160</b>	2023
<a href="#">Wisconsin Vfw Foundation Inc</a>	WI	\$136,914	Director	\$4,684	<b>\$4,408</b>	2024
<a href="#">White Oak Shores Sewer Service Corporation</a>	TX	\$147,166	Secretary/treasurer	\$7,770	<b>\$7,003</b>	2024
<a href="#">The Windrose Project Inc</a>	CA	\$147,341	Director/exe	\$52,000	<b>\$41,655</b>	2023
<a href="#">Veterans Of Foreign Wars Of The United States Inc</a>	NY	\$147,445	Bartender/janitorial	\$17,972	<b>\$14,633</b>	2024
<a href="#">American Legion</a>	NY	\$147,565	Commander	\$15,995	<b>\$12,688</b>	2025
<a href="#">Your Grandmothers Cupboard</a>	NJ	\$135,972	President	\$47,951	<b>\$38,577</b>	2024
<a href="#">Warriors Rock</a>	PA	\$135,753	Secretary	\$40,800	<b>\$36,662</b>	2024
<a href="#">Nebraska Human Resources Research</a>	NE	\$148,321	Executive Director	\$22,824	<b>\$22,774</b>	2023
<a href="#">Vermont Asylum Assistance Project Inc</a>	VT	\$134,767	President	\$10,000	<b>\$9,069</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 **164** organizations. Compensation range \$47–\$263,654; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$141,786); for reference, expenses \$171,924 and assets \$35,975.
ROLE MATCH	Jeff Laszloffy, reported title " <i>President/ CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	96 <sup>th</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 (Jeff Laszloffy) 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 164 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,291 is reasonable (approximately the 56<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.