

# Four Winds American Indian Council

Executive Director / CEO

EIN 364612758

CO · NTEE P99

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Sky Roosevelt-morris, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **93** 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

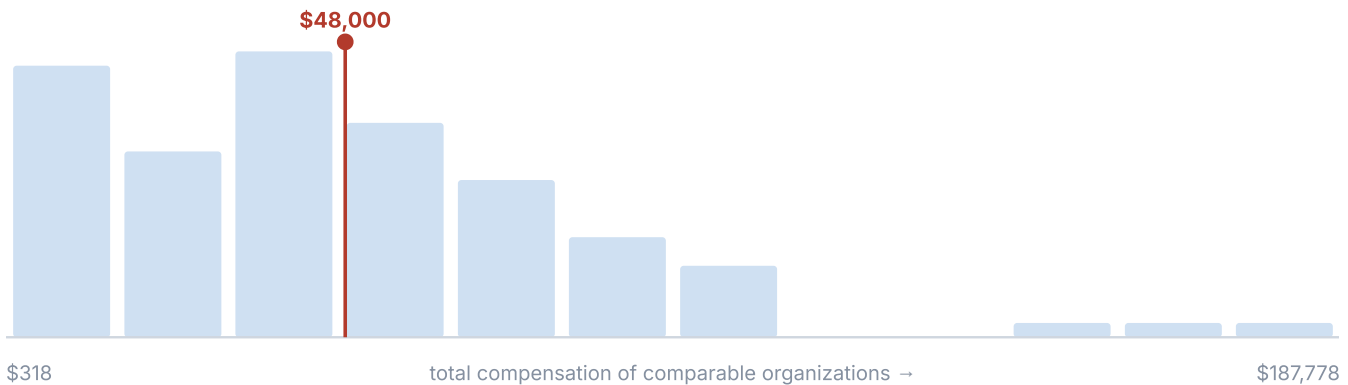
**Benchmarked executive:** Sky Roosevelt-morris — reported title “Exec Dir Chair”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$110,994 and \$248,494 — 0.67x to 1.50x the subject's \$165,663 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**93** organizations qualified on sector, size, and geography → **93** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,176	\$19,460	\$42,611	\$67,933	\$88,954	\$48,000
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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 CO 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="#">Hagars Heart</a>	TX	\$165,357	Executive Dir.	\$33,875	<b>\$35,339</b>	2024
<a href="#">Samaritan Works Inc</a>	OH	\$170,065	Executive Di	\$50,000	<b>\$56,860</b>	2023
<a href="#">Rosemarys Wish Kids Inc</a>	RI	\$170,748	Secretarytreasurer	\$31,200	<b>\$31,200</b>	2024
<a href="#">Ma Hilas Heart Project Foundation</a>	TX	\$159,688	President & Ceo	\$180,000	<b>\$187,778</b>	2024
<a href="#">Inside Out Thrift Ministries Inc</a>	IL	\$173,631	President	\$3,780	<b>\$3,990</b>	2023
<a href="#">The Seven Project Inc</a>	FL	\$156,972	Chief Executive Officer	\$17,800	<b>\$17,954</b>	2023
<a href="#">Communities Of Belonging</a>	WA	\$156,768	Executive Director	\$65,000	<b>\$60,691</b>	2024
<a href="#">Tri County Community Health Fund</a>	WA	\$154,307	Director	\$57,970	<b>\$54,127</b>	2024
<a href="#">Long Island Coalition Against Bullying</a>	NY	\$153,708	Executive Director	\$56,160	<b>\$52,924</b>	2024
<a href="#">Hope Centers For Children Of Africa</a>	WI	\$179,084	Executive Di	\$38,001	<b>\$42,611</b>	2023
<a href="#">The 5ive Pillars Organization</a>	CA	\$181,873	Executive Dir.	\$19,000	<b>\$17,110</b>	2024
<a href="#">Lafayette Fire Department Relief</a>	MN	\$148,445	Secretary	\$300	<b>\$318</b>	2023
<a href="#">Waggies By Maggie And Friends Inc</a>	DE	\$183,586	President	\$4,747	<b>\$4,847</b>	2024
<a href="#">Operation Red White And Brave Foundation</a>	AR	\$184,455	Chairman Of The Board	\$44,000	<b>\$53,103</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Thrive 360 Ministries Inc</a>	FL	\$146,224	President	\$75,324	<b>\$73,796</b>	2024
<a href="#">A Second Wish By Demetrius Inc</a>	FL	\$187,840	Executive Director / Ceo	\$26,000	<b>\$25,472</b>	2024
<a href="#">Esteem Total Transformation</a>	NC	\$188,177	Owner	\$54,000	<b>\$58,189</b>	2024
<a href="#">The Literacy Center For Dyslexia I</a>	FL	\$141,696	President	\$6,625	<b>\$6,491</b>	2024
<a href="#">The Fuqua Foundation</a>	IL	\$190,580	Director	\$13,447	<b>\$13,431</b>	2025
<a href="#">Interplanetary Help Desk</a>	TX	\$139,534	President	\$24,401	<b>\$26,208</b>	2023
<a href="#">Hearts Of Empowerment Inc</a>	VA	\$192,110	Ceo	\$33,275	<b>\$34,496</b>	2023
<a href="#">Pilipino Senior Resource Center</a>	CA	\$193,011	Executive Dir.	\$24,950	<b>\$22,468</b>	2024
<a href="#">Roger L Von Amelunxen Foundation Inc</a>	NY	\$137,553	Vice-pres,secretary & Dire	\$18,200	<b>\$17,151</b>	2024
<a href="#">Upstream Access</a>	OR	\$137,544	Secretary	\$9,275	<b>\$8,983</b>	2024
<a href="#">The Bridge Of West Tennessee Inc</a>	TN	\$196,990	Treasurer	\$17,752	<b>\$19,460</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **93** organizations. Compensation range \$318–\$187,778; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$165,663); for reference, expenses \$183,024 and assets \$1,277,900.
ROLE MATCH	Sky Roosevelt-morris, reported title " <i>Exec Dir Chair</i> ", 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	60 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (Sky Roosevelt-morris) 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 93 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 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.