

Walking Down Ranch Inc

Executive Director / CEO

EIN 471272183

AZ · NTEE L40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Victoria Walker, Executive Director / CEO** (\$41,882) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

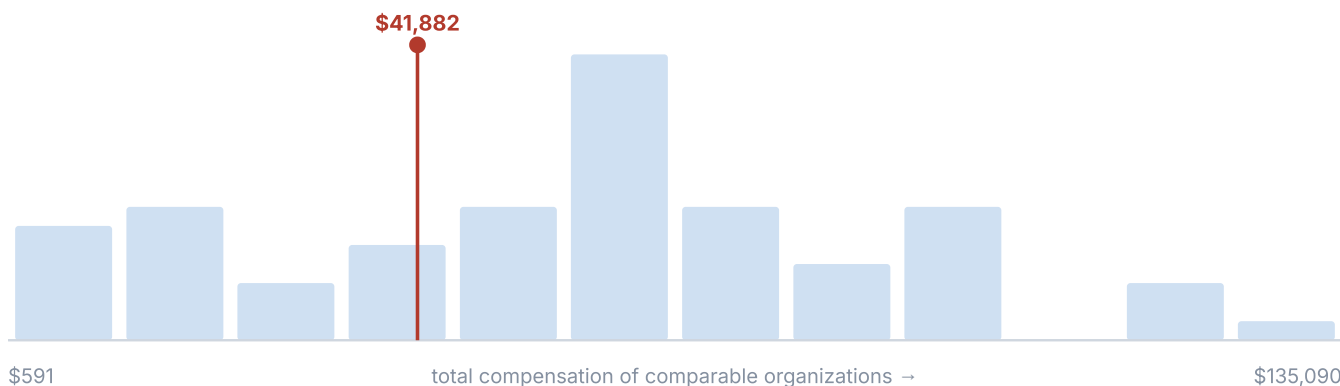
Benchmarked executive: Victoria Walker — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L40).
BUDGET	Total revenue between \$299,584 and \$670,711 — 0.67x to 1.50x the subject's \$447,141 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,134	\$36,145	\$59,409	\$71,374	\$93,879	\$41,882
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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 AZ 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
Haven Of Hope Inc	NM	\$442,527	Executive Di	\$82,265	\$92,002	2024
Franklin County Women And Family Shelter	KY	\$452,315	Executive Director	\$56,273	\$62,864	2024
New Alternatives For Lgbt Homeless Youth Inc	NY	\$441,779	Executive Director	\$69,000	\$66,747	2023
Loving Hands Childrens Home	CA	\$437,160	Executive Director	\$28,800	\$25,859	2024
Chestnut Campus Inc	CA	\$457,585	Ceo (After 6/22)	\$39,101	\$36,145	2023
Servants Of Shelter Of Koochiching County	MN	\$430,647	Executive Director	\$76,200	\$80,604	2023
South Oakland Citizens For The	MI	\$426,298	Executive Di	\$65,000	\$67,963	2025
Marys Place Pittsburgh	PA	\$472,123	Executive Director (Enter 1/12/24)	\$47,956	\$49,727	2024
Home Together A Nonprofit Corporation	NV	\$482,513	Executive Director	\$90,000	\$93,804	2024
Gmp Development Corp	MA	\$401,456	President & Ceo	\$4,937	\$4,613	2024
Hoskins Park Ministries Inc	NC	\$401,432	Director	\$61,825	\$68,386	2023
Our Front Porch	CO	\$400,731	Ceo	\$79,625	\$79,389	2024
Palaemon Inc	MA	\$494,012	President	\$106,600	\$99,605	2024
New Attitude On My Image Inc	OH	\$398,948	Exec Director	\$53,400	\$58,810	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Next Step Initiative Tennessee	TN	\$397,545	Executive Dir.	\$53,737	\$57,219	2025
Santa Cruz Hostel Society	CA	\$496,743	President	\$13,971	\$12,544	2024
Hearne House Inc	OH	\$393,504	Executive Dir.	\$37,500	\$42,519	2023
Housing Initiatives Of Princeton	NJ	\$392,002	Executive Director	\$49,167	\$46,993	2023
Safe Harbors Network	CA	\$391,640	Executive Dir.	\$13,210	\$11,861	2024
Grace Home Inc	OK	\$389,502	President/director	\$60,351	\$69,100	2024
Butte Spirit Center	MT	\$507,431	Executive Director	\$29,432	\$33,963	2023
The Rock Found	CO	\$510,654	Polan	\$56,700	\$58,202	2023
Gratiot County Hope House	MI	\$377,853	Executive Director	\$65,625	\$70,432	2024
Nazareth Housing Development Corp	OH	\$376,175	Executive Di	\$61,000	\$67,180	2024
Trinity Sober Homes	MN	\$525,755	President	\$9,543	\$10,095	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 65 organizations. Compensation range \$591–\$135,090; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$447,141); for reference, expenses \$311,142 and assets \$1,599,188.

ROLE MATCH Victoria Walker, reported title "*Vice President*", 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 1 peer 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	29 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	23 rd

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 (Victoria Walker) 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 65 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,882 is reasonable (approximately the 29th 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.