PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Northwest Montana United Way Inc

Executive Director / CEO

EIN **810304856**
MT · NTEE T70Z
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jodie Cross, Executive Director / CEO** ($29,600) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 19th percentile of comparable organizations

below the typical range for comparable organizations

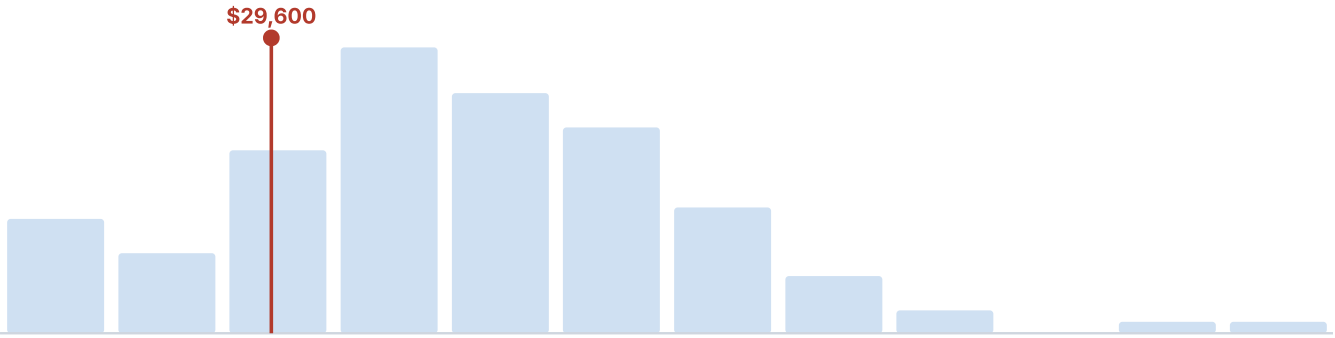
> **Benchmarked executive:** Jodie Cross — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T70Z).
BUDGET	Total revenue between $222,495 and $498,124 — 0.67× to 1.50× the subject's $332,083 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue.

117 organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



$18 — total compensation of comparable organizations → — $145,452

$13,666	$34,793	$48,739	$63,997	$79,163	$29,600

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
United Way Of Mcpherson County Inc	KS	$332,669	Executive Director	$39,849	**$38,792**	2024
Jewish Community Center And Federation	GA	$332,699	Executive Director	$38,462	**$34,848**	2024
United Way Of Grays Harbor	WA	$332,853	Executive Director	$79,600	**$66,113**	2023
United Way Of Carlton County Inc	MN	$331,291	Executive Director	$40,250	**$36,896**	2023
Branch County United Way Inc	MI	$334,091	Executive Di	$49,855	**$46,369**	2024
Perry County Community Health Task Force	MO	$328,753	Director	$50,688	**$48,376**	2024
United Way Of Pekin	IL	$328,737	Executive Dir.	$50,310	**$43,419**	2025
United Way Of 1000 Lakes	MN	$326,308	Executive Director	$63,093	**$57,835**	2023
United Way Of Eastern La Salle County	IL	$338,512	Executive Dir.	$62,400	**$53,853**	2025
United Way Of Columbia County Inc	AR	$320,695	Executive Di	$5,003	**$5,067**	2024
United Way Of Illinois Valley	IL	$319,703	Vice President	$61,969	**$53,482**	2025
Mecosta - Osceola United Way Inc	MI	$318,621	Executive Di	$50,000	**$46,504**	2024
The American Amusement Machine	IL	$313,105	Executive Director	$15,517	**$13,391**	2025
United Way Of Hood County Inc	TX	$312,480	Exec Dir	$71,000	**$63,997**	2024
Earthshare Chapters Inc	DC	$352,363	Ceo	$45,046	**$35,619**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Shares Of Greater Cincinnati	OH	$311,349	Chief Executive Officer	$79,454	**$78,069**	2023
United Way Of Harvey And Marion Counties Inc	KS	$311,045	Executive Director	$68,453	**$66,637**	2024
Sanctuary In The Ordinary	MO	$353,515	Executive Director	$82,209	**$78,458**	2024
Alleghany Memorial Hospital Foundation Inc	NC	$310,604	Executive Director	$13,679	**$12,736**	2024
Burlington County Farm Fair Inc	NJ	$356,297	Manager	$12,000	**$9,654**	2024
United Way Of Southeast Georgia	GA	$359,491	Executive Di	$55,200	**$50,012**	2024
River Ridge Farm Trust	OH	$301,820	Trustee	$36,125	**$34,477**	2024
United Way Of Danville-pittsylvania	VA	$362,518	President/ceo	$73,847	**$62,593**	2025
Community Coalition	PA	$299,944	Executive Director	$97,506	**$90,206**	2023
United Way Of White County Inc	AR	$299,403	Executive Director	$45,000	**$45,579**	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.

Sample, role match & sensitivity

PEER COUNT	**117** organizations. Compensation range $18–$145,452; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($332,083); for reference, expenses $355,036 and assets $551,291.

ROLE MATCH	Jodie Cross, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	**19th**
Total compensation (D + F), as reported (no adjustments)	**18th**
Reportable pay only (column D), adjusted	**25th**
All sources (D + E + F), adjusted	**14th**

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 (Jodie Cross) 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 117 similarly situated organizations (Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $29,600 is reasonable (approximately the 19th 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.