

Nami Montana

Executive Director / CEO

EIN 810441706

MT · NTEE F80Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Matt Kuntz, Executive Director / CEO** (\$94,350) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

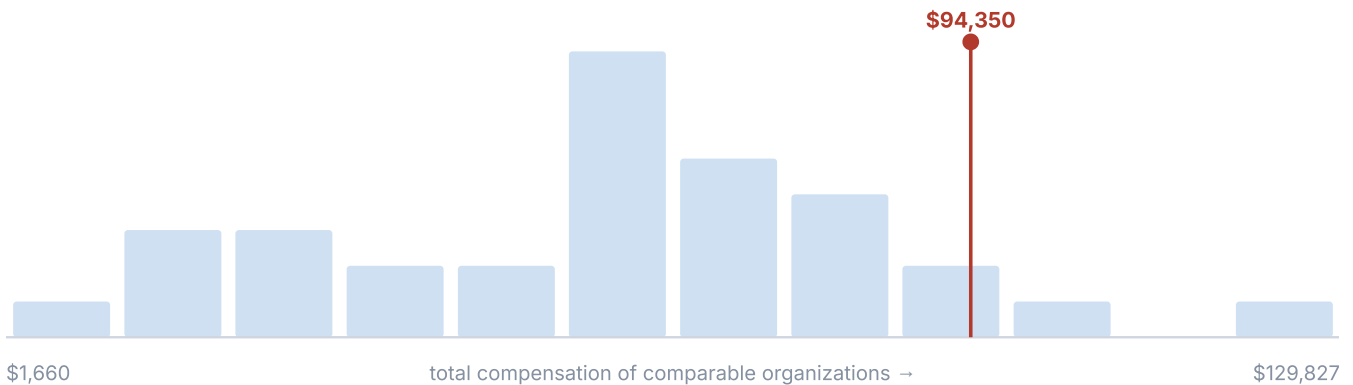
Benchmarked executive: Matt Kuntz — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F80Z).
BUDGET	Total revenue between \$229,435 and \$513,661 — 0.67x to 1.50x the subject's \$342,441 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F80), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,688	\$35,617	\$59,667	\$73,318	\$88,564	\$94,350
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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
Sapientia Initiative Inc	NY	\$345,725	Executive Dir.	\$72,681	\$60,928	2024
North Carolina Infanyoung Child	NC	\$333,856	Executive Di	\$78,875	\$77,839	2023
The Arc Of Lancaster County	PA	\$351,137	Executive Director	\$49,846	\$44,925	2025
Nami Davidson County Inc	TN	\$333,149	Executive Director	\$86,452	\$84,302	2024
Nami Broward County Inc	FL	\$331,789	Ceo	\$123,775	\$107,870	2024
American Friends Of Shalvat Chayim Inc	NY	\$356,147	President	\$80,500	\$67,482	2024
Nami Will-grundy	IL	\$363,859	Executive Director	\$28,846	\$26,308	2024
The Yellow Tulip Project	ME	\$366,033	Director	\$1,736	\$1,660	2023
Black Men Speak	CA	\$318,188	Executive Dir.	\$70,000	\$57,731	2023
Seacoast Pathways	NH	\$316,672	President And Ceo Of Fedcap	\$151,561	\$129,827	2024
Psychotherapy Training Associates	CA	\$314,697	President & Ceo	\$17,500	\$14,019	2024
Resource Development Institute	MO	\$312,122	Ceo	\$91,054	\$89,467	2024
National Alliance On Mental Illness Of	NY	\$307,484	Executive Director	\$66,070	\$55,386	2024
Emotions Matter Inc	NY	\$301,412	Executive Director	\$65,468	\$54,881	2024
Athens Mental Health Inc	OH	\$386,065	Exec Directir	\$57,464	\$58,130	2023
Conneaut Human Resources Council Inc	OH	\$295,111	Executive Director	\$33,000	\$31,589	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Resilience Education And Training Institute Inc	FL	\$281,437	Chief Executive Officer	\$40,206	\$36,075	2023
Lighthouse Inc	MD	\$264,244	Executive Director	\$68,488	\$61,155	2023
Mental Health Association Of Rhode	RI	\$261,774	Executive Director	\$75,808	\$69,426	2023
Amazing Grace Advocacy	NC	\$254,651	Executive Di	\$69,341	\$66,467	2024
Center For Youth Mental Health	CA	\$440,705	President	\$25,045	\$20,063	2024
Nami Greater Orlando Inc	FL	\$442,313	Executive Director	\$89,731	\$80,510	2023
DeKalb County Mental Retardation Board	AL	\$234,359	Executive Director	\$64,615	\$64,759	2024
Center For Psychotherapy Spirituality & Creativity	CA	\$462,221	Director And Founder	\$19,000	\$15,220	2024
Atron Foundation	VA	\$465,513	Chair	\$96,000	\$83,773	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 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 32 organizations. Compensation range \$1,660–\$129,827; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$342,441); for reference, expenses \$479,441 and assets \$2,923,472. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Matt Kuntz, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	94 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	94 th

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 (Matt Kuntz) 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 32 similarly situated organizations (Same NTEE sector (F80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$94,350 is reasonable (approximately the 94th 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.