

A Carousel For Missoula

Executive Director / CEO

EIN 810475393
 MT · NTEE N30Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tracy Ursery, Executive Director / CEO** (\$56,632) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

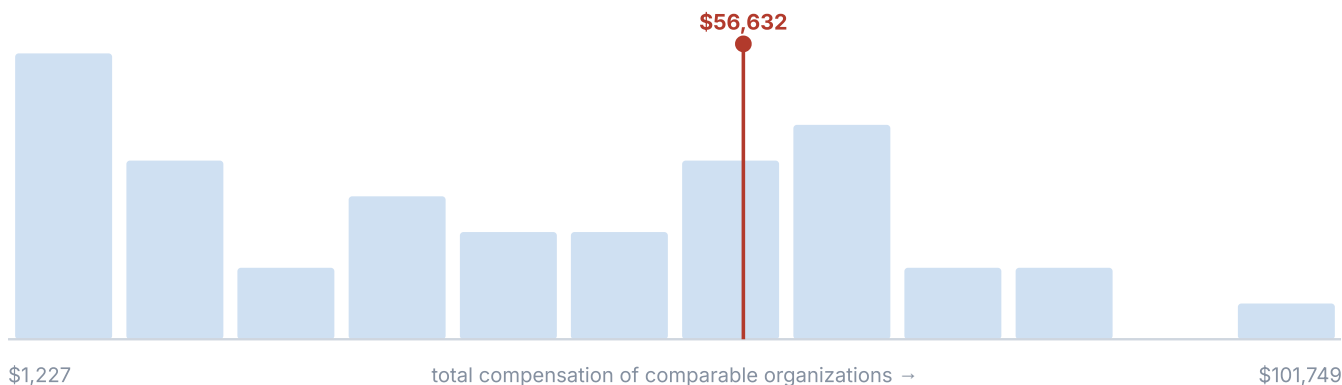
Benchmarked executive: Tracy Ursery — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N30Z).
BUDGET	Total revenue between \$204,690 and \$458,262 — 0.67x to 1.50x the subject's \$305,508 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N30), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,642	\$13,544	\$41,436	\$56,632	\$61,029	\$70,290	\$101,749
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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
Girls On The Run Central Virginia	VA	\$305,047	Executive Director	\$28,216	\$24,548	2024
Fayette Area Lions Den Inc	PA	\$309,971	Executive Director	\$45,311	\$40,716	2024
Teton Rock Gym Inc	ID	\$314,684	Executive Di	\$62,140	\$59,565	2024
Cape Community Arena Group	ME	\$293,067	Board Member	\$1,360	\$1,227	2024
Piedmont Virginia Amateur Softball	VA	\$291,127	Commissioner	\$15,013	\$13,062	2024
Carpinteria Skate Foundation	CA	\$289,876	Executive Director	\$88,274	\$70,713	2023
Iron Belle Trail Fund	MI	\$281,814	Director	\$15,072	\$14,018	2024
Heroes Movement	CA	\$278,910	President	\$65,000	\$52,069	2023
Orchard Hills Athletic Club	MI	\$268,589	Manager	\$14,563	\$13,544	2024
Pacific Northwest Parkour Association	OR	\$342,633	Executive Director	\$40,873	\$34,202	2024
Sensory Beans Inc	NY	\$266,157	President	\$51,800	\$42,178	2024
Maine Gearshare	ME	\$262,844	Executive Director	\$75,000	\$67,671	2024
Southern Off-road Bicycle Association	GA	\$349,267	Executive Director	\$65,000	\$58,891	2024
Alabama Recreation & Parks Assoc Inc	AL	\$350,398	Executive Director	\$59,400	\$57,824	2024
Northern Blair County Recreation	PA	\$259,038	Board Member	\$5,768	\$5,183	2024
Community Swim Club	WA	\$255,736	President	\$3,725	\$3,094	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of Community Fitness	ME	\$356,036	Executive Director	\$77,606	\$68,218	2025
Northern Columbia Community And Cultural Center	PA	\$253,387	Executive Director	\$27,728	\$24,916	2024
Nosotros Rock Climbing Gym	OH	\$359,884	Executive Director	\$64,928	\$66,412	2022
Frailty Myths	CA	\$250,961	President	\$100,552	\$80,549	2023
Paradise Stronger Inc	CA	\$242,895	Executive Dir.	\$53,254	\$41,436	2024
Move Inclusive Dance	TN	\$372,440	Executive Director	\$65,000	\$61,565	2024
Mulligans Hollow Ski Bowl	MI	\$237,968	Executive Dir.	\$30,000	\$27,902	2024
Upstate Nevada Inc	NV	\$235,553	President	\$2,162	\$1,953	2024
Mandan Parks And Recreation Foundation	ND	\$235,459	Manager	\$33,095	\$32,727	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	41 organizations. Compensation range \$1,227–\$101,749; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$305,508); for reference, expenses \$310,621 and assets \$1,985,050.
ROLE MATCH	Tracy Ursery, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers 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	63 rd
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	59 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 (Tracy Ursery) 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 41 similarly situated organizations (Same NTEE sector (N30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,632 is reasonable (approximately the 63rd 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.