

Montana Fair Housing Inc

Executive Director / CEO

EIN 810485325
 MT · NTEE L99Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Pamela R Bean, Executive Director / CEO** (\$68,450) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

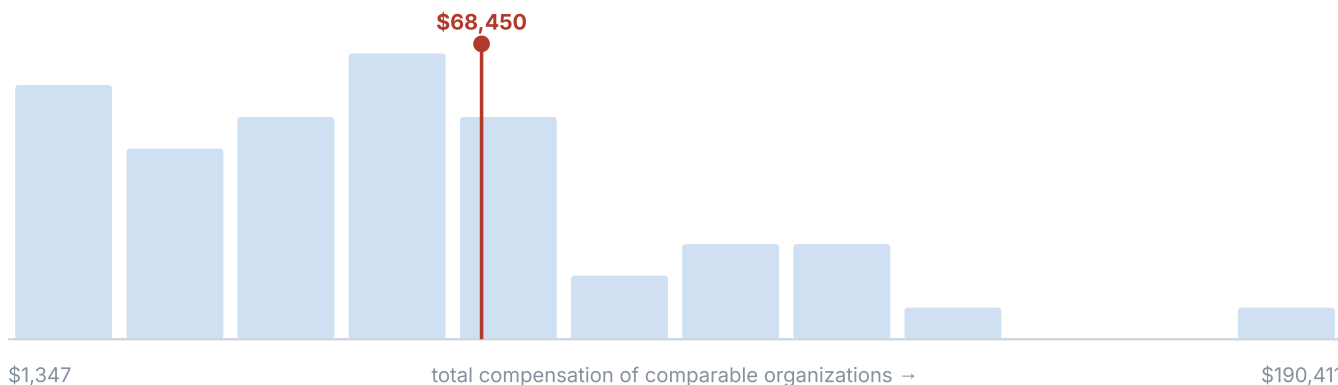
Benchmarked executive: Pamela R Bean — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L99Z).
BUDGET	Total revenue between \$232,530 and \$520,591 — 0.67x to 1.50x the subject's \$347,061 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,069	\$29,296	\$53,294	\$73,264	\$109,608	\$68,450
----------	----------	----------	----------	-----------	----------



■ 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
Warriors Center For Women Hardeman County	TN	\$344,209	Executive Director	\$33,208	\$32,382	2024
The Innovative Housing Institute Inc	MD	\$340,116	Executive Dir.	\$93,148	\$83,174	2023
Turn The Hearts	CA	\$332,375	Director Of Operations	\$24,000	\$19,794	2023
Mercy House Ministries Inc	TX	\$329,287	Director	\$57,430	\$53,294	2024
Grace Place Inc	MN	\$366,805	Presidentexecutive Director	\$53,083	\$48,659	2024
Open Arms Development Corporation	OH	\$368,146	Executive Director	\$45,540	\$44,746	2024
Main Street Apartments Inc	CA	\$369,002	President	\$21,168	\$16,520	2025
123 Crawford Street Inc	MA	\$372,992	Cfo	\$1,616	\$1,347	2024
330 East 4th Street Housing Development Fund	NY	\$311,159	Vice President	\$61,207	\$52,825	2023
Midwifery Education Accreditation	MN	\$307,222	Executive Director	\$117,783	\$107,968	2024
Architectural Salvage Warehouse Of	MI	\$389,144	Executive Di	\$76,648	\$73,393	2024
Housing Works Lyman Prospect Hdgc	NY	\$302,476	Secretary	\$27,348	\$23,603	2023
Anayat House Inc	TX	\$300,277	Executive Director	\$63,723	\$60,880	2023
Usvets - Arizona	CA	\$399,672	President & Ceo	\$18,095	\$14,923	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bleeding Disorders Association	SC	\$401,157	Director	\$75,000	\$74,730	2023
Coronado Interfaith Housing Corporation	CA	\$402,681	President	\$12,848	\$10,292	2024
Cass Clay Community Land Trust	ND	\$288,678	Executive Director	\$106,923	\$112,069	2023
St Martin De Porres Residence Inc	ME	\$284,357	Executive Director	\$63,069	\$58,587	2024
Wilson County Casa	TN	\$281,479	Executive Director	\$75,000	\$73,135	2024
Obx Room In The Inn	NC	\$279,914	President Ceo	\$26,000	\$24,922	2024
Santa Fe Community Housing Trust	NM	\$279,879	Ceo	\$190,833	\$190,411	2024
Harmony Village Senior Nonprofit Housing Corp	MI	\$415,474	Administrator	\$48,655	\$46,589	2024
Miracles Happen Recovery Residence	GA	\$416,035	Executive Di	\$45,000	\$43,215	2023
New Mexico Affordable Housing	NM	\$275,453	Executive Director	\$56,077	\$55,953	2024
Car Housing Affordability Fund	CA	\$420,324	Treasurer	\$47,274	\$38,988	2023

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	47 organizations. Compensation range \$1,347–\$190,411; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$347,061); for reference, expenses \$359,232 and assets \$39,431.
ROLE MATCH	Pamela R Bean, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 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	66 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	34 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 (Pamela R Bean) 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 47 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,450 is reasonable (approximately the 66th 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.