

Dirt Concern - Southwest Montana

Executive Director / CEO

EIN 812091869
 MT · NTEE N01
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Josh Fairchilds, Executive Director / CEO** (\$42,772) against **every comparable organization** that fit the selection criteria — **803** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Josh Fairchilds — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (N01). |
| BUDGET | Total revenue between \$123,724 and \$276,994 — 0.67x to 1.50x the subject's \$184,663 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue. |

803 organizations qualified on sector, size, and geography → **803** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|---------|----------|----------|----------|----------|
| \$2,211 | \$6,614 | \$18,744 | \$40,839 | \$59,498 | \$42,772 |
|---------|---------|----------|----------|----------|----------|



● 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 |
|---|-------|-----------|---------------------|-----------------|-----------------|------|
| Indianola Community Youth Foundation | IA | \$184,734 | Executive Dir. | \$54,727 | \$52,603 | 2025 |
| Fort Fitness & Recreation Inc | NY | \$184,542 | President | \$13,660 | \$11,451 | 2023 |
| Texas Lightning Youth Soccer Club Inc | TX | \$184,885 | Treasurer/secretary | \$10,000 | \$9,280 | 2023 |
| Valley Twisters Gymnastics Club Inc | ND | \$185,028 | Director | \$40,000 | \$40,722 | 2023 |
| Lake Hamilton Bible Camp | AR | \$185,282 | President | \$13,000 | \$13,167 | 2024 |
| United Soccer Foundation Inc | UT | \$185,431 | Administrator | \$25,833 | \$24,528 | 2023 |
| Cape Cod Challenger Club Inc | MA | \$185,820 | Director | \$52,000 | \$43,349 | 2023 |
| Yakima Valley Grid Kids Association | WA | \$183,483 | President | \$1,000 | \$831 | 2023 |
| Spirit Of Columbia Gardens Carousel | MT | \$186,377 | Vice President | \$31,570 | \$30,664 | 2024 |
| Girls On The Run Of Southwest Florida | FL | \$182,915 | Executive Director | \$54,167 | \$45,852 | 2024 |
| Amity Regional Aquatic Club Inc | CT | \$186,943 | Head Coach | \$50,962 | \$43,056 | 2024 |
| White Rock Lake Conservancy Inc | TX | \$182,378 | Director | \$45,000 | \$40,561 | 2024 |
| Flourish Placemaking Collective | MN | \$187,616 | Executive Di | \$71,572 | \$63,726 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|------------------------|-----------------|-----------------|------|
| St Joseph Young Men's Society Inc | IN | \$181,689 | General Manager | \$13,500 | \$12,829 | 2024 |
| Midwest Gun Collectors Assn | IL | \$181,686 | Treasurer | \$6,400 | \$5,669 | 2024 |
| Instruments 4 Life | FL | \$187,724 | Executive Director | \$65,000 | \$55,022 | 2024 |
| Harleysville Soccer Assoc | PA | \$181,571 | Exec Directo | \$25,329 | \$22,760 | 2024 |
| Bike Walk Tennessee | TN | \$181,443 | Executive Di | \$35,332 | \$33,465 | 2024 |
| Women Leaders Forum Of The Coachella | CA | \$181,428 | — | \$10,106 | \$8,096 | 2023 |
| Us Backgammon Association Inc | MN | \$187,908 | Member Services | \$13,350 | \$11,886 | 2024 |
| Pennsylvania Center For Adapted Sports | PA | \$181,109 | Executive Director | \$80,516 | \$72,351 | 2024 |
| Midwestern-united States Swimming | NE | \$180,941 | Secretary - Non Voting | \$28,035 | \$27,171 | 2024 |
| High Point Swim Club Inc | NC | \$180,724 | Ceo | \$20,992 | \$19,545 | 2024 |
| Grindstone Lake Bible Camp | MN | \$188,628 | Executive Director | \$19,500 | \$17,875 | 2023 |
| South Jersey Titans | NJ | \$180,366 | Chairman | \$9,100 | \$7,537 | 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 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 **803** organizations. Compensation range \$1–\$305,901; filing years 2022–2025.

| | |
|-----------------|---|
| SIZE BASIS | Matched on total revenue (\$184,663); for reference, expenses \$198,434 and assets \$150,063. |
| ROLE MATCH | Josh Fairchilds, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 13 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 | 77 th |
| Total compensation (D + F), as reported (no adjustments) | 73 rd |
| Reportable pay only (column D), adjusted | 78 th |
| All sources (D + E + F), adjusted | 75 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 (Josh Fairchilds) 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 803 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,772 is reasonable (approximately the 77th 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.