

Montana Ffa Association

Executive Director / CEO

EIN 816019169

MT · NTEE O52Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jim Rose, Executive Director / CEO** (\$82,030) against **every comparable organization** that fit the selection criteria — **916** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

Benchmarked executive: Jim Rose — reported title "STATE ADVISOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

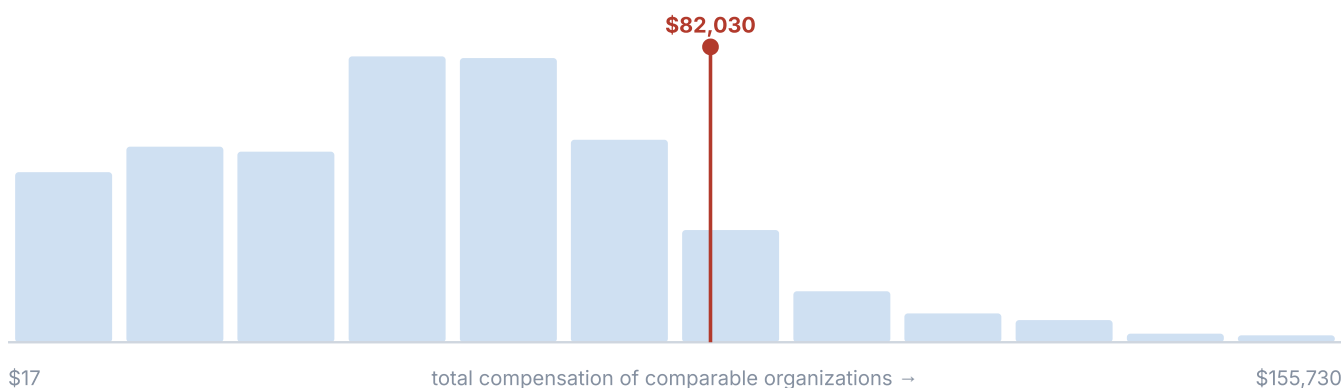
SECTOR Organizations sharing the subject's NTEE classification (O52Z).

BUDGET Total revenue between \$198,096 and \$443,500 — 0.67x to 1.50x the subject's \$295,667 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

916 organizations qualified on sector, size, and geography → **916** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$11,847	\$27,852	\$49,052	\$67,067	\$84,318	\$82,030
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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
New Hope Community Development	CA	\$295,653	Executive Dir.	\$16,000	\$13,196	2023
The Prodigy Project	WA	\$295,991	President	\$18,000	\$14,950	2024
Right From The Start	GA	\$296,138	Executive Director	\$67,031	\$62,525	2024
Montana Outfitters And Guides Education Institute	MT	\$295,143	Executive Director	\$25,000	\$25,738	2023
Focusfish Inc	CA	\$296,355	Executive Dir.	\$73,963	\$61,000	2023
Association For Space Science	IN	\$294,794	Executive Di	\$35,000	\$33,358	2025
Im A Movement Not A Monument	CA	\$294,495	Ceo	\$19,875	\$15,921	2024
Goal Line Ministries Inc	GA	\$294,395	Director	\$26,923	\$25,855	2023
Huntley Youth Football Inc	IL	\$294,377	President	\$450	\$410	2024
D & N Event Center Inc	NE	\$294,262	Board Member	\$23,200	\$23,149	2024
The Consumption Literacy Project	CO	\$294,184	Secretary	\$42,750	\$39,152	2023
Camp Gan Israel Of Greater New Haven Inc	CT	\$294,067	Chairman	\$48,000	\$41,751	2024
Boys & Girls Club Of Southwest	AL	\$297,629	Executive Di	\$50,944	\$52,566	2023
Middleton Youth Hockey Inc	WI	\$293,484	President	\$400	\$388	2024
Girls On The Run Idaho Inc	ID	\$297,943	Executive Dir.	\$80,250	\$79,196	2024
Faith Youth Services Inc	FL	\$292,943	Executive Director (Ceo)	\$77,000	\$67,105	2024
Kidtek Nfp	IL	\$298,416	Director	\$54,266	\$49,492	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gibbon Conservation Center	CA	\$292,721	Key Employee	\$42,480	\$34,029	2024
Girls On The Run Of Mid And Western Mary	MD	\$292,640	Executive Dir.	\$44,675	\$37,748	2025
Ohio City Bicycle Coop Inc	OH	\$292,564	Executive Director	\$31,330	\$30,784	2024
Jobs By George Foundation	CO	\$298,932	President	\$20,000	\$17,791	2024
Young Masterminds Initiative Inc	NY	\$299,143	Board Chair Ceo	\$84,583	\$72,999	2023
Kc United Youth Family Sports & Education Association	KS	\$299,174	Program Director	\$16,368	\$16,888	2023
Boys And Girls Club Of Eden	NY	\$292,062	Executive Di	\$61,566	\$51,610	2024
The Malcolm Jenkins Foundation	NJ	\$299,466	President & Ceo	\$29,167	\$24,159	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 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	916 organizations. Compensation range \$17–\$155,730; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$295,667); for reference, expenses \$310,534 and assets \$82,712.
ROLE MATCH	Jim Rose, reported title " <i>STATE ADVISOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	88 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	85 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 (Jim Rose) 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 916 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,030 is reasonable (approximately the 88th 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.