

# Teton Experience Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Emily Johansson, Executive Director / CEO** (\$39,000) against **every comparable organization** that fit the selection criteria — **491** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Emily Johansson — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

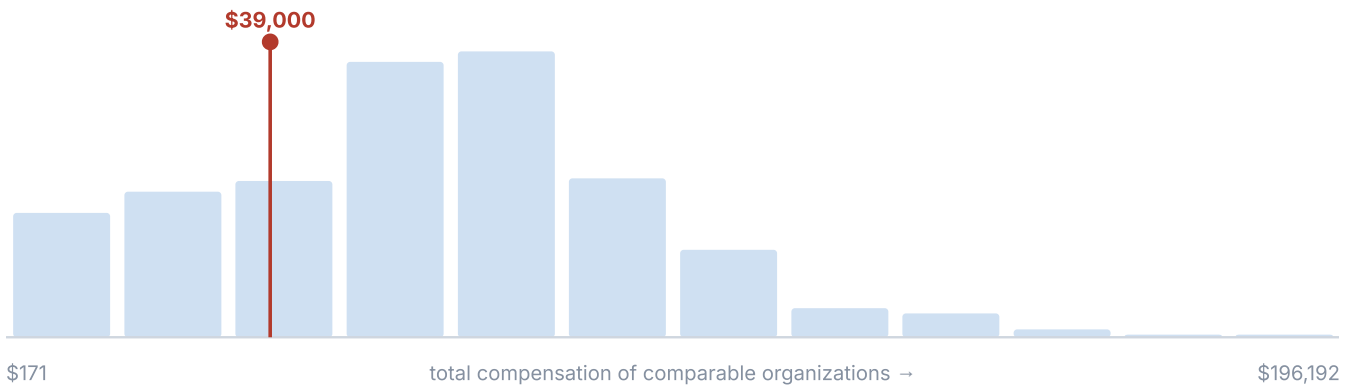
**SECTOR** Organizations sharing the subject's NTEE classification (O50).

**BUDGET** Total revenue between \$289,488 and \$648,108 — 0.67x to 1.50x the subject's \$432,072 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**491** organizations qualified on sector, size, and geography → **491** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,838	\$38,377	\$62,477	\$81,246	\$101,301	\$39,000
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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 ID 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
<a href="#">Heritage Ranch</a>	LA	\$431,652	Coo	\$76,000	<b>\$80,992</b>	2023
<a href="#">Bigfork Aces</a>	MT	\$431,392	Executive Di	\$68,160	<b>\$67,286</b>	2025
<a href="#">Lead Girls Of Nc Inc</a>	NC	\$430,337	Executive Director	\$80,071	<b>\$80,071</b>	2023
<a href="#">Transitional Youth Mobilizing For Change</a>	CA	\$434,169	Interim Chair	\$12,000	<b>\$10,028</b>	2023
<a href="#">Teen Advisors Inc</a>	GA	\$429,723	Executive Director	\$66,000	<b>\$62,383</b>	2024
<a href="#">Elevate Navajo</a>	AZ	\$434,444	Executive Director	\$55,137	<b>\$49,847</b>	2024
<a href="#">Center For Social Entrepreneurship</a>	MS	\$434,638	President/ceo	\$92,253	<b>\$99,439</b>	2023
<a href="#">Love Your Magic Inc</a>	MA	\$428,781	Executive Di	\$152,298	<b>\$128,651</b>	2024
<a href="#">Shadow Student Athlete Development Services Inc</a>	PA	\$435,674	Executive Director	\$41,009	<b>\$38,443</b>	2024
<a href="#">South Shore Childrens Chorus Corp</a>	MA	\$428,308	Executive Director	\$76,154	<b>\$62,672</b>	2025
<a href="#">Develop More Foundation Inc</a>	MD	\$427,790	Executive Director	\$88,000	<b>\$77,338</b>	2024
<a href="#">DeKalb Aquatics Swim Inc</a>	GA	\$427,684	President	\$131,263	<b>\$124,069</b>	2024
<a href="#">Teens In Public Service</a>	WA	\$437,109	Interim Exec. Dir.	\$63,462	<b>\$53,411</b>	2024
<a href="#">Centennial Youth Baseball-softball</a>	CO	\$437,174	League Manager	\$71,000	<b>\$65,888</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ketchmore Kids Inc</a>	VA	\$426,408	Executive Director	\$91,808	<b>\$83,329</b>	2024
<a href="#">Camp Anderson Foundation Inc</a>	MA	\$438,845	Executive Director	\$73,064	<b>\$61,719</b>	2024
<a href="#">Literacy And Beyond Inc</a>	MI	\$438,940	Director	\$79,900	<b>\$77,525</b>	2024
<a href="#">Endless Outdoors Inc</a>	KS	\$424,916	President, Secretary, Treasurer	\$71,346	<b>\$72,456</b>	2024
<a href="#">Caring For Kids Network Inc</a>	MO	\$440,069	Executive Director	\$73,631	<b>\$71,420</b>	2025
<a href="#">Storied Inc</a>	NV	\$423,501	Executive Dir.	\$25,000	<b>\$23,557</b>	2024
<a href="#">5110 Youth Ranch</a>	CO	\$423,405	Ranch Director	\$30,000	<b>\$27,041</b>	2024
<a href="#">Larchmontmamaroneck Youth Lacrosse</a>	NY	\$440,852	Director	\$8,500	<b>\$7,220</b>	2024
<a href="#">Recreational Experiences Achieving Community Harmony Inc</a>	MN	\$423,013	Program Director	\$72,317	<b>\$67,172</b>	2024
<a href="#">Milton Soccer Inc</a>	MA	\$422,973	Registrar	\$21,728	<b>\$18,354</b>	2024
<a href="#">Common Ground Montgomery</a>	AL	\$441,238	Executive Director	\$71,450	<b>\$72,561</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	491 organizations. Compensation range \$171–\$196,192; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$432,072); for reference, expenses \$557,864 and assets \$419,564.
ROLE MATCH	Emily Johansson, reported title "President", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	26 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	23 <sup>rd</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	26 <sup>th</sup>

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 (Emily Johansson) 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 491 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,000 is reasonable (approximately the 26<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.