

High Country Senior Citizens Inc

Executive Director / CEO

EIN 830237513

WY · NTEE P81Z

FY ending 2025-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Melissa D Claar, Executive Director / CEO** (\$36,880) against **every comparable organization** that fit the selection criteria — **151** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

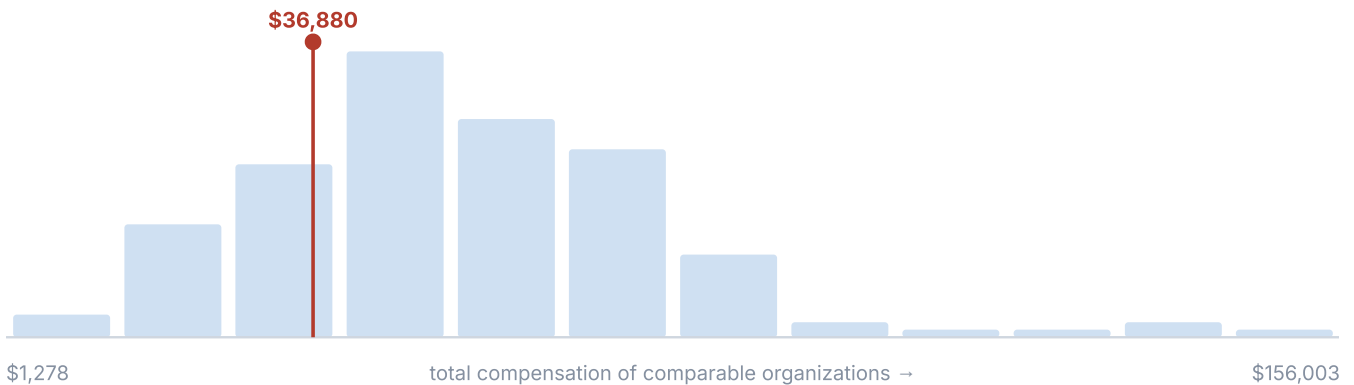
Benchmarked executive: Melissa D Claar — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81Z).
BUDGET	Total revenue between \$275,317 and \$616,381 — 0.67x to 1.50x the subject's \$410,921 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

151 organizations qualified on sector, size, and geography → **151** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,466	\$39,022	\$51,759	\$68,091	\$83,366	\$36,880
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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 WY 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
Dillon County Council On Aging	SC	\$414,482	Executive Director	\$45,980	\$44,796	2025
Aging Forward	MO	\$407,283	Executive Di	\$89,060	\$90,420	2024
East Carroll Council On Aging	LA	\$416,210	Executive Direc	\$65,600	\$69,242	2024
Siouxland Senior Center	IA	\$417,583	Executive Director	\$70,000	\$73,470	2024
Hub City Senior Citizens Inc	IL	\$417,867	Executive Di	\$53,560	\$50,474	2024
Holmes County Council On Aging Inc	OH	\$402,802	Business Manager	\$60,189	\$62,913	2023
Colleton County Council On Aging	SC	\$419,760	Executive Di	\$60,705	\$62,500	2023
Senior Citizens Inc	SD	\$420,768	Center Exec	\$55,618	\$58,840	2024
Clinton Community Christian Corp	MS	\$421,902	Executive Di	\$48,139	\$51,394	2024
Parkview Center Inc	MT	\$399,248	Executive Dir.	\$51,437	\$54,719	2023
The Shepherd's Center Of Northern Virginia	VA	\$397,861	Executive Director	\$95,875	\$88,737	2024
Lake Gogebic Senior Citizens Club	MI	\$397,111	Executive Di	\$43,391	\$42,931	2024
Alleghany County Council On Aging	NC	\$395,931	Prev Exec Di	\$49,202	\$47,477	2025
Yarnell Regional Community Center	AZ	\$395,786	Executive Director	\$38,087	\$35,112	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Drive A Senior Austin Texas	TX	\$426,687	Executive Director	\$59,867	\$59,100	2023
Ashtabula County Council On Aging Inc	OH	\$395,081	Executive Director	\$39,000	\$40,765	2023
Dalhart Senior Citizens Association	TX	\$427,857	Secretary, Executive Direc	\$32,000	\$31,590	2023
Healthcare And Elder Law Programs	CA	\$393,683	Executive Dir.	\$114,000	\$94,361	2024
Bristol Township Senior Center	PA	\$389,884	Center Manager	\$68,620	\$63,905	2025
Southside Senior & Community Center	WA	\$432,496	Executive Di	\$27,500	\$23,601	2024
Kingman County Council On Aging Inc	KS	\$434,565	Executive Director	\$47,275	\$48,957	2024
Heritage Senior Center Inc	PA	\$438,136	Executive Director (Until 12/23)	\$41,283	\$39,463	2024
La Jolla Community Center	CA	\$440,851	Executive Dir.	\$85,000	\$70,357	2024
Northwest Dane Senior Services Inc	WI	\$377,911	Executive Director/secretary	\$102,018	\$105,147	2023
Story City Senior Citizens Inc	IA	\$377,695	Executive Dir.	\$70,468	\$73,961	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY cost of living and 2025 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 WY 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	151 organizations. Compensation range \$1,278–\$156,003; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$410,921); for reference, expenses \$373,667 and assets \$67,445.
ROLE MATCH	Melissa D Claar, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	24 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	20 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 (Melissa D Claar) 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 151 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$36,880 is reasonable (approximately the 24th 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.