

Shoshoni Senior Citizens Inc

Executive Director / CEO

EIN 830318003

WY · NTEE P81Z

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Rykki Neale, Executive Director / CEO** (\$43,705) against **every comparable organization** that fit the selection criteria — **153** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

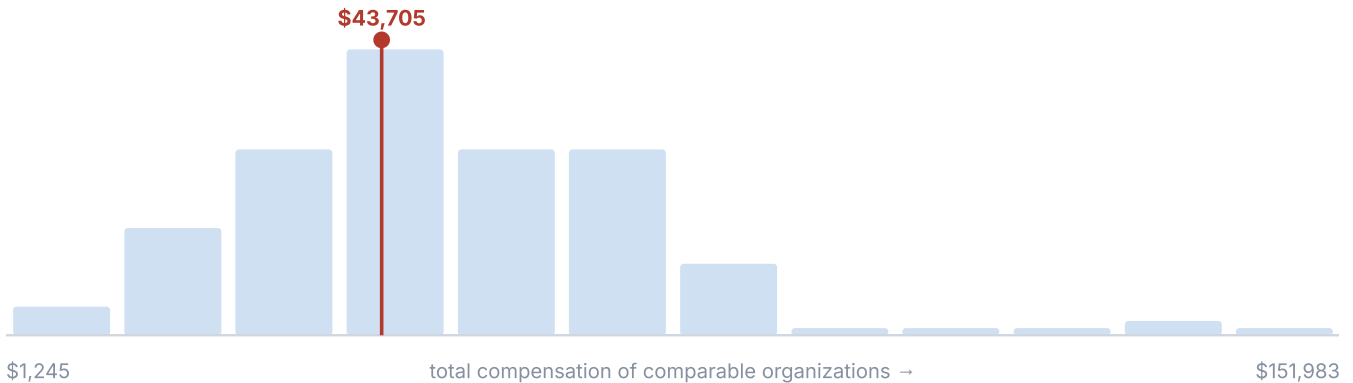
SECTOR Organizations sharing the subject's NTEE classification (P81Z).

BUDGET Total revenue between \$247,824 and \$554,832 — 0.67x to 1.50x the subject's \$369,888 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

153 organizations qualified on sector, size, and geography → **153** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,356	\$37,602	\$49,194	\$65,424	\$78,812	\$43,705
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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
Edward King House Senior Center Inc	RI	\$371,571	Executive Director	\$61,335	\$56,546	2023
Oregon Senior Citizens Center Inc	OH	\$365,280	Executive Di	\$58,579	\$59,652	2023
Rise Collaborative Inc	DC	\$364,769	President	\$21,924	\$17,967	2024
Winn Council On Aging Inc	LA	\$375,503	Executive Dir.	\$46,773	\$49,518	2023
55 Kip Center-rutherford Senior Center	NJ	\$375,925	Executive Director	\$89,000	\$76,400	2023
The Emmaus Calling Inc	TX	\$362,807	President	\$158,027	\$151,983	2023
Story City Senior Citizens Inc	IA	\$377,695	Executive Dir.	\$70,468	\$72,055	2024
Johnson County Senior Services Inc	IN	\$361,997	Executive Director	\$136,262	\$134,193	2024
Northwest Dane Senior Services Inc	WI	\$377,911	Executive Director/secretary	\$102,018	\$102,436	2023
Project Ezra	NY	\$361,441	Vice President	\$53,779	\$45,382	2024
Korean American Senior Citizens	NJ	\$361,388	Treasurer	\$24,000	\$20,011	2024
Senior Citizen's Activity Center	TX	\$357,354	Executive Di	\$43,087	\$40,250	2024
Blair Senior Fund	PA	\$355,472	President	\$32,971	\$30,705	2024
Star Valley Senior Citizens Center	WY	\$354,737	Executive Director	\$58,992	\$60,734	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nodaway County Senior Citizens Senate Inc	MO	\$353,643	Administrator	\$40,074	\$38,616	2025
Friendship Community Center Inc	MI	\$353,365	Executive Dir.	\$60,000	\$59,542	2023
White Rose Senior Center Inc	PA	\$351,408	Executive Director	\$66,949	\$60,741	2025
Bristol Township Senior Center	PA	\$389,884	Center Manager	\$68,620	\$62,257	2025
Clarence Fraim Senior Center Of	DE	\$347,654	Executive Di	\$62,074	\$56,761	2024
Healthcare And Elder Law Programs	CA	\$393,683	Executive Dir.	\$114,000	\$91,929	2024
Ashtabula County Council On Aging Inc	OH	\$395,081	Executive Director	\$39,000	\$39,715	2023
Yarnell Regional Community Center	AZ	\$395,786	Executive Director	\$38,087	\$34,207	2024
Alleghany County Council On Aging	NC	\$395,931	Prev Exec Di	\$49,202	\$46,253	2025
Mid Rogue Foundation	OR	\$343,804	Executive Dir.	\$21,711	\$18,829	2024
Lutheran Services For The Aging Inc	NC	\$343,532	President/ceo	\$13,158	\$12,697	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 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 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	153 organizations. Compensation range \$1,245–\$151,983; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$369,888); for reference, expenses \$334,417 and assets \$348,130.
ROLE MATCH	Rykki Neale, 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	39 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	36 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 (Rykki Neale) 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 10, 2026, comparing compensation against 153 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,705 is reasonable (approximately the 39th 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 10, 2026.