

Selah Mountain Ranch

Executive Director / CEO

EIN 831223800

CO · NTEE P20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Brandon Brown, Executive Director / CEO** (\$47,911) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

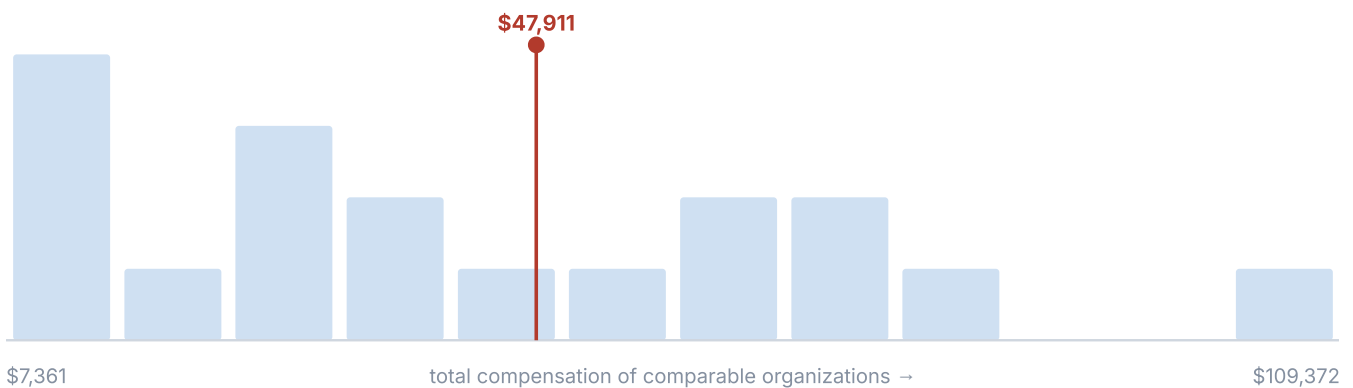
Benchmarked executive: Brandon Brown — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$104,550 and \$234,067 — 0.67x to 1.50x the subject's \$156,045 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CO + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,355	\$24,792	\$39,303	\$62,776	\$72,996	\$47,911
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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 CO 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
Healthy Living Systems Inc	CO	\$155,421	Executive Project Director	\$29,050	\$29,050	2024
Stillwater Ranch Inc	CO	\$145,667	Executive Dir.	\$52,203	\$52,203	2024
Women To Women Inc	CO	\$130,423	Program Chai	\$30,000	\$30,000	2024
One Colorado	CO	\$125,298	Executive Di	\$8,849	\$8,849	2024
Pueblo Community Soup Kitchen	CO	\$123,961	Executive Director	\$39,439	\$40,604	2023
Bakhita Mountain Home Inc	CO	\$195,680	Executive Director	\$109,372	\$109,372	2024
Eagles Nest Ranch	CO	\$199,115	Executive Dir.	\$42,000	\$42,000	2024
Huts For Vets	CO	\$203,467	Executive Director/treasurer	\$60,000	\$61,772	2023
Open Source Hardware Association	CO	\$104,790	Executive Director	\$77,692	\$79,987	2023
Park County Senior Coalition Inc	CO	\$208,416	Exec Directo	\$38,002	\$38,002	2024
Nurturing Newborns	CO	\$208,925	Manager	\$11,000	\$11,000	2024
Crestone Eagle Community Media	CO	\$209,008	Former Director	\$30,000	\$30,000	2024
The Lion Project	CO	\$209,109	Executive Director	\$70,000	\$70,000	2024
Touching Africa Ministries	CO	\$216,525	President	\$7,150	\$7,361	2023
Hope Has No Borders	CO	\$217,462	Board Member	\$23,372	\$23,372	2024
Restored Hope Network	CO	\$220,134	Executive Dir.	\$69,784	\$69,784	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Collegiate Crossings Inc	CO	\$223,288	Executive Director	\$63,111	\$63,111	2024
Fish For Change	CO	\$232,757	Vice Chair And Secretary	\$15,000	\$15,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	18 organizations. Compensation range \$7,361–\$109,372; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$156,045); for reference, expenses \$165,517 and assets \$63,656.
ROLE MATCH	Brandon Brown, reported title <i>"Director"</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	61st
Total compensation (D + F), as reported (no adjustments)	61st
Reportable pay only (column D), adjusted	61st
All sources (D + E + F), adjusted	56th

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 (Brandon Brown) 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 18 similarly situated organizations (Same NTEE sector (P20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,911 is reasonable (approximately the 61st 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.