

Montana Empowerment Center Inc

Executive Director / CEO

EIN 832675729
 MT · NTEE G80
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Richards, Executive Director / CEO** (\$52,582) against **every comparable organization** that fit the selection criteria — **322** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

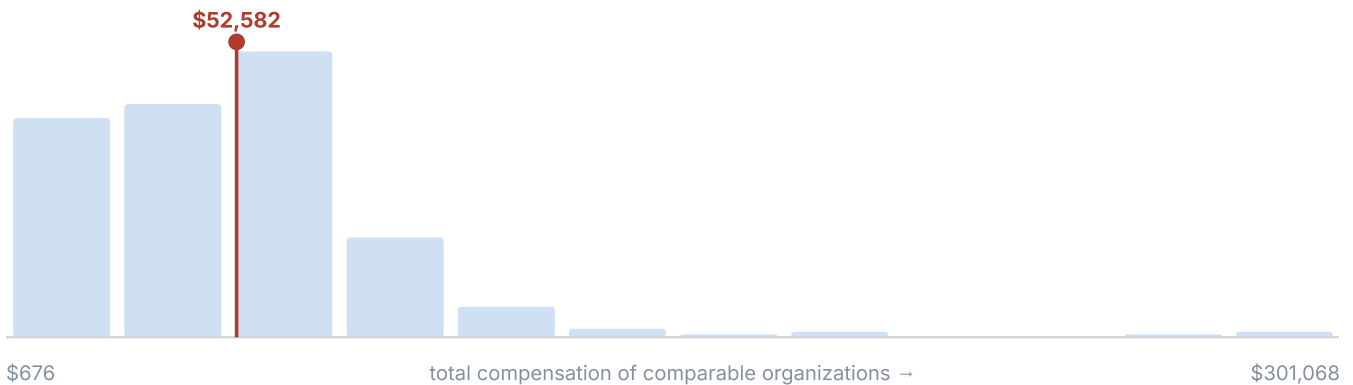
Benchmarked executive: Rebecca Richards — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

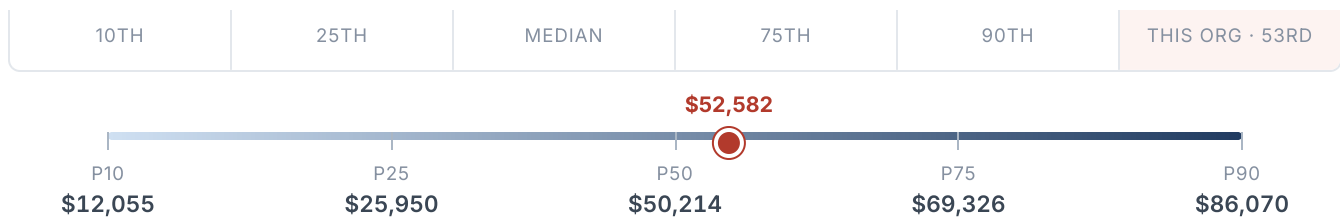
SECTOR	Organizations sharing the subject's NTEE classification (G80).
BUDGET	Total revenue between \$174,606 and \$390,910 — 0.67x to 1.50x the subject's \$260,607 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

322 organizations qualified on sector, size, and geography → **322** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,055	\$25,950	\$50,214	\$69,326	\$86,070	\$52,582
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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
5-eleven Hoops	CA	\$260,670	Executive Director	\$25,600	\$19,919	2024
Asociacion Latina De Asistencia Y	IL	\$260,744	Executive Di	\$70,000	\$63,842	2023
National Association For Down Syndrome	IL	\$260,977	Excecutive Director	\$80,008	\$70,877	2024
Reaction Resources Inc	FL	\$259,710	Ceo	\$47,649	\$40,335	2024
Xlh Network Inc	NY	\$261,780	Executive Director	\$64,080	\$52,177	2024
Hope Lives The Lydia Dody Breast	CO	\$261,871	Executive Di	\$71,880	\$62,106	2024
Sister2sister	NJ	\$261,907	President	\$28,810	\$23,863	2023
The Color Of Autism Foundation	MI	\$262,020	Chief Executive Officer	\$85,300	\$81,678	2023
Mesquite Cancer Help Society	NV	\$262,030	Executive Administrator	\$12,075	\$10,907	2024
Resilient Sisterhood Project Inc	MA	\$259,170	Executive Director	\$124,243	\$100,602	2024
Lifesight	SD	\$259,141	Executive Director	\$98,182	\$97,638	2024
Spectrum Health Care	MO	\$258,493	Executive Director	\$15,396	\$14,693	2024
Illinois Lyme Association	IL	\$258,064	Exec Director	\$67,092	\$59,434	2024
Down Syndrome Network Inc	AZ	\$263,264	Executive Director	\$77,200	\$68,877	2023
Abilities Workshop Inc	FL	\$257,827	Director	\$40,000	\$33,859	2024
Ourbrainbank Inc	NY	\$257,798	Interm Executive Director	\$88,464	\$74,158	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Life's Worc Foundation Inc	NY	\$257,621	Cao/ceo (Eff)	\$16,390	\$13,740	2023
American Chronic Pain Association	KS	\$256,999	Ceo	\$63,333	\$63,474	2023
The Tanner Foundation For Neurological	AL	\$264,855	Executive Director	\$62,308	\$60,654	2024
North Carolina Aids Action Network	NC	\$264,894	Executive Dir.	\$120,750	\$112,425	2024
Donor Outreach For Veterans Corp	NJ	\$255,798	Executive Director	\$63,334	\$50,953	2024
All In For Miller Inc	GA	\$265,432	Treasurer	\$36,000	\$32,617	2024
Hope For Children Research Found	NJ	\$266,013	Director	\$92,503	\$74,420	2024
Autism After 21 Inc	FL	\$254,859	Director	\$40,000	\$33,859	2024
The Autism Society Of Hawaii	HI	\$266,429	Executive Director	\$62,251	\$51,704	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT cost of living and 2023 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	322 organizations. Compensation range \$676–\$301,068; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$260,607); for reference, expenses \$258,181 and assets \$40,610.
ROLE MATCH	Rebecca Richards, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 21 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	53 rd
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	48 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 (Rebecca Richards) 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 322 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,582 is reasonable (approximately the 53rd 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.