

Mancos Valley Resources

Executive Director / CEO

This analysis benchmarks the total compensation of **Dana Sprayberry-thompson, Executive Director / CEO** (\$35,544) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

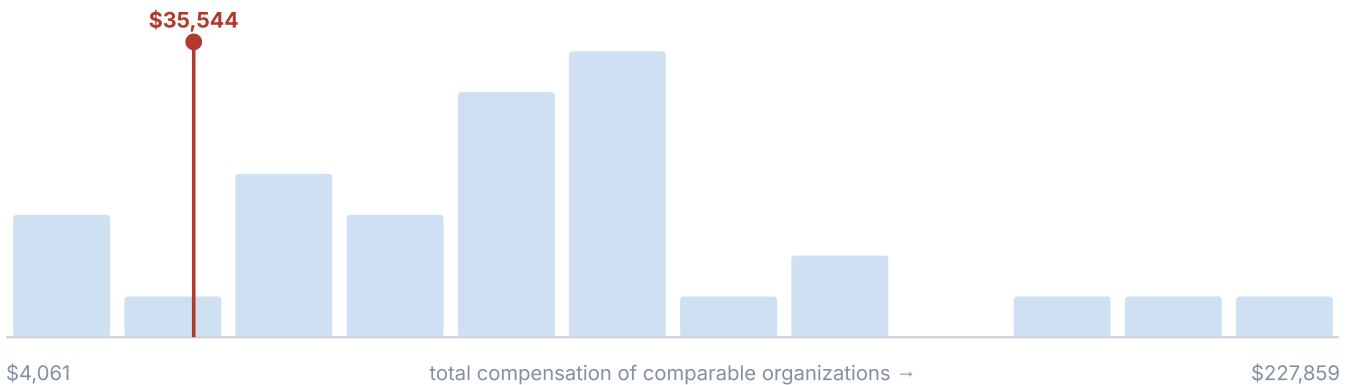
Benchmarked executive: Dana Sprayberry-thompson — reported title “Administrator”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R30).
BUDGET	Total revenue between \$197,020 and \$441,091 — 0.67x to 1.50x the subject's \$294,061 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R30), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,831	\$59,654	\$88,727	\$110,829	\$148,519	\$35,544
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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
100 Black Men Of West Georgia Inc	GA	\$301,440	Coo	\$47,593	\$51,381	2023
Utah Center For Legal Inclusion	UT	\$281,041	Executive Director	\$93,692	\$100,004	2024
Arab Film And Media Institute	CA	\$307,253	Executive Director	\$50,000	\$45,027	2024
Intercommunity Justice & Peace Cent	OH	\$278,990	Executive Di	\$75,000	\$82,843	2024
Ohio Immigrant Alliance	OH	\$276,851	President	\$8,820	\$9,742	2024
The Witness Institute	MD	\$316,052	Executive Director	\$192,859	\$188,038	2024
Be Present Inc	GA	\$268,392	Co-leader Of Transformative Action/ceo	\$18,750	\$20,242	2023
Richmonders Involved To Strengthen Our Communities	VA	\$320,782	Lead Organizer	\$80,000	\$82,936	2023
American Arab Civil Rights League	MI	\$323,637	Exective Dir	\$100,000	\$107,643	2024
White Awake	MD	\$325,386	Executive Di	\$147,824	\$144,128	2024
Main Street Hanover Inc	PA	\$261,517	Executive Di	\$4,008	\$4,061	2025
Southern Jewish	GA	\$259,492	Executive Di	\$103,000	\$111,196	2023
Mccj Inc	FL	\$333,608	Executive Director	\$112,000	\$109,728	2024
Patrol Stories Inc	TX	\$339,693	President	\$116,654	\$121,695	2024
Im From Driftwood	NY	\$343,628	Executive Dir.	\$95,825	\$90,303	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dais Partners	PA	\$240,750	President	\$96,154	\$107,175	2022
Coming Together Virginia	VA	\$235,100	Chief Executive Officer	\$98,577	\$102,194	2023
The Network For Social Justice Inc	MA	\$360,734	Executive Director	\$86,248	\$83,215	2023
Sweet Potato Comfort Pie	MN	\$226,466	President	\$24,591	\$25,341	2024
Flourish Collective	CA	\$363,704	Ceo	\$158,990	\$143,176	2024
Montana Racial Equity Project	MT	\$218,498	Exec Director	\$60,701	\$70,254	2023
Healing Racism Institute Inc	MA	\$213,172	Executive Director	\$120,000	\$115,780	2023
People Acting For Community Together	FL	\$212,694	Executive Director	\$65,000	\$65,562	2023
Speaking Down Barriers	SC	\$206,153	Executive Director	\$66,200	\$74,151	2023
Safety & Health Council Of Greater Weste	MO	\$386,625	Secretary	\$84,011	\$92,796	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 30 organizations. Compensation range \$4,061–\$227,859; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$294,061); for reference, expenses \$535,223 and assets \$568,060. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Dana Sprayberry-thompson, reported title " <i>Administrator</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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	13 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 (Dana Sprayberry-thompson) 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 30 similarly situated organizations (Same NTEE sector (R30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,544 is reasonable (approximately the 13th 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.