

Take Action Mon Valley

Executive Director / CEO

EIN 850529750

PA · NTEE I21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Valian Walker Montgomery, Executive Director / CEO** (\$70,250) against **every comparable organization** that fit the selection criteria — **23** 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

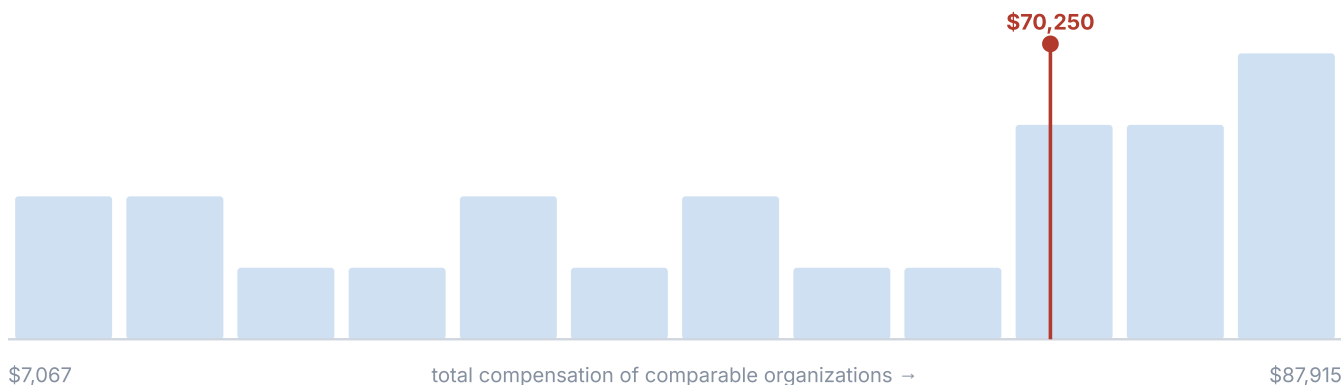
Benchmarked executive: Valian Walker Montgomery — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I21).
BUDGET	Total revenue between \$140,998 and \$315,669 — 0.67x to 1.50x the subject's \$210,446 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I21), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,451	\$33,783	\$56,064	\$76,470	\$84,230	\$70,250
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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 PA 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
Inner Banks Stem Center	NC	\$208,896	President	\$6,625	\$7,067	2023
Dayonenotdaytwo	PA	\$207,532	Executive Director	\$10,565	\$10,565	2024
Lived Experiences Inc	CA	\$205,975	Founder	\$42,000	\$36,368	2024
Nokomis East Neighborhood Association	MN	\$214,947	Executive Director	\$70,513	\$69,868	2024
Babylon Inc	VA	\$202,845	Director	\$72,000	\$71,771	2023
Community Youth Athletic Center	CA	\$198,373	President/exec. Dir.	\$72,500	\$62,778	2024
Kim Logan Communications	MI	\$224,139	President	\$24,000	\$24,841	2024
Fresh Start Inc	CO	\$192,131	Executive Di	\$42,998	\$42,565	2023
Rebound Of Whatcom County	WA	\$191,583	Executive Director	\$76,830	\$71,014	2023
Stanly County Juvenile Restitution	NC	\$190,578	Executive Di	\$74,610	\$75,313	2025
301 Housing Development Fund Corporation	NY	\$239,065	President	\$38,386	\$35,810	2023
The Delta Project	MI	\$244,281	Director	\$75,000	\$77,627	2024
1614-1622 Jonquil Terrace	IL	\$249,733	Executive Director/ceo	\$19,212	\$19,499	2023
New Vision Inc	TN	\$250,643	President	\$51,000	\$53,757	2024
A Vision Of Change Incorporated	OH	\$254,025	Executive Director	\$80,400	\$87,915	2023
Gang Free Inc	NC	\$164,557	Executive Di	\$29,770	\$31,756	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Granite Falls Community Coalition & Food	WA	\$271,359	Food Bank Director	\$51,400	\$47,509	2023
Jeffco Deangelis Foundation	CO	\$147,262	Executive Di	\$90,000	\$84,308	2025
Virginia Mentoring Partnership	VA	\$275,801	Executive Di	\$83,246	\$78,523	2025
Roosevelt Park Ministries Inc	MI	\$280,833	Executive Director	\$78,751	\$83,917	2023
Rivington Housing Development Fund	NY	\$281,793	President/ed	\$61,872	\$56,064	2024
Skillful Living Center Inc	TX	\$300,351	Chief Executive Office	\$85,000	\$85,262	2024
Changing The Health Of Adolescents Impacting The Nation Reaction Inc	CA	\$308,759	Ceo	\$19,600	\$18,189	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	23 organizations. Compensation range \$7,067–\$87,915; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$210,446); for reference, expenses \$202,476 and assets \$19,876.
ROLE MATCH	Valian Walker Montgomery, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers 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	61 st
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	61 st
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 (Valian Walker Montgomery) 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 23 similarly situated organizations (Same NTEE sector (I21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,250 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 9, 2026.