

Valley Neighbors Of The Flathead

Executive Director / CEO

EIN 862676456

MT · NTEE W01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Skinner, Executive Director / CEO** (\$2,200) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

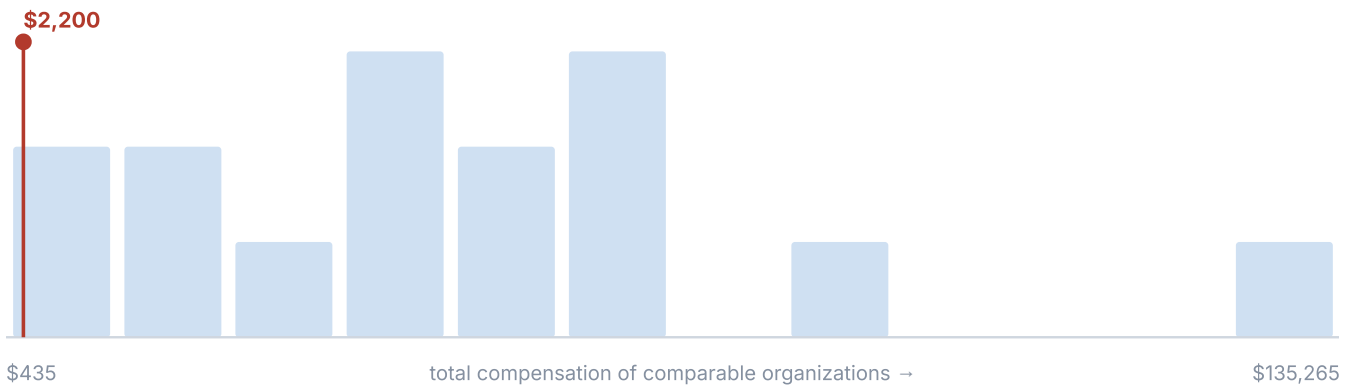
Benchmarked executive: John Skinner — reported title “CO-CHAIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W01).
BUDGET	Total revenue between \$148,462 and \$332,379 — 0.67x to 1.50x the subject's \$221,586 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W01), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,932	\$20,354	\$42,795	\$58,090	\$78,360	\$2,200
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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
Cmwp Foundation Inc	CT	\$222,351	President	\$500	\$435	2023
American Salvage Association Inc	VA	\$205,849	Interim Executive Director	\$42,000	\$37,621	2023
Build Up Downtown Inc	FL	\$250,624	Executive Director	\$75,385	\$65,698	2023
Tipey Joa Native Warriors	CA	\$253,607	President	\$55,000	\$42,795	2024
Center For Freedom And Prosperity	VA	\$257,351	Chairman & President	\$39,650	\$35,516	2023
The Foundation For Drug Policy Solutions	VA	\$184,306	Executive Vice President	\$60,000	\$53,744	2023
Central Oregon Guardianship Assistance	OR	\$267,754	Executive Dir.	\$19,750	\$16,101	2025
Wind River Community Alliance	WY	\$269,874	Director	\$89,960	\$86,802	2024
Gtc Group	VA	\$275,794	Secretary	\$15,000	\$12,714	2025
Rising Routes Alliance	CO	\$162,008	Co-founder	\$7,420	\$6,411	2024
Out Of The Ashes 5k Inc	NC	\$283,862	Executive Dir.	\$62,000	\$56,237	2025
Center For Access To Qdros	CA	\$285,780	Executive Dir	\$75,000	\$58,356	2024
About Face Veterans Against The War	CO	\$294,278	Co-executive Director	\$66,923	\$57,823	2024
Pogo Action Inc	DC	\$300,000	President	\$30,226	\$24,606	2023
Rio Grande Foundation Inc	NM	\$316,279	President-ex-officio	\$139,569	\$135,265	2024

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	15 organizations. Compensation range \$435–\$135,265; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$221,586); for reference, expenses \$211,215 and assets \$30,388.
ROLE MATCH	John Skinner, reported title " <i>CO-CHAIR</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.
OUTLIERS	1 peer 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	7 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 (John Skinner) 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 15 similarly situated organizations (Same NTEE sector (W01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,200 is reasonable (approximately the 7th 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.