

Mountain Pride

Executive Director / CEO

EIN 873856304

CO · NTEE F19

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Madison Partridge, Executive Director / CEO** (\$92,458) against **every comparable organization** that fit the selection criteria — **814** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

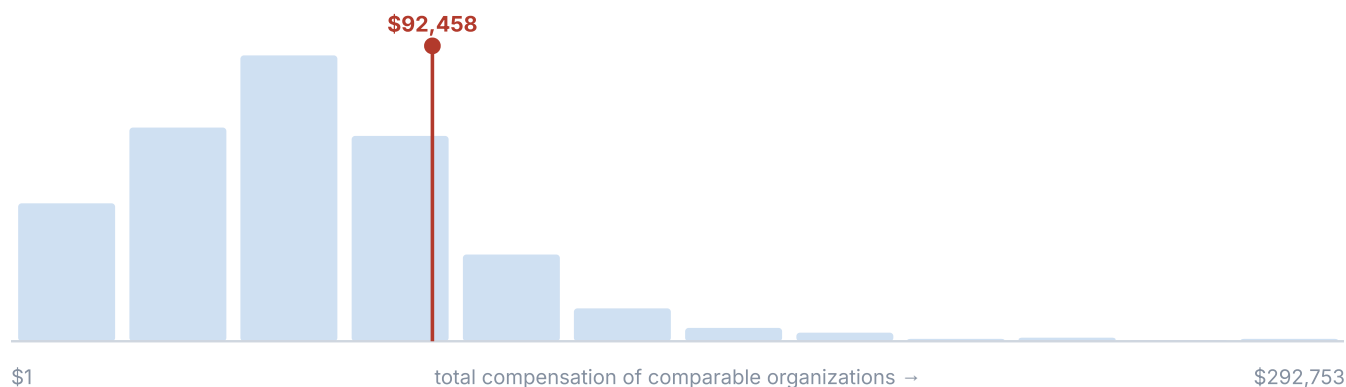
Benchmarked executive: Madison Partridge — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F19).
BUDGET	Total revenue between \$249,583 and \$558,768 — 0.67x to 1.50x the subject's \$372,512 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

814 organizations qualified on sector, size, and geography → **814** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,974	\$37,084	\$61,445	\$83,113	\$108,476	\$92,458
----------	----------	----------	----------	-----------	----------



● 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
Drug Free Marion County	IN	\$372,229	Executive Director	\$88,250	\$97,056	2023
Stepping Stones Behavioral Health	MT	\$372,199	Executive Dir.	\$36,400	\$40,920	2023
Choice Recovery Coaching Inc	MA	\$373,136	Alves	\$46,800	\$42,600	2024
Partners In-kind	MO	\$371,154	Co-exe Director	\$128,779	\$138,165	2024
Project Be Free A Nonprofit Corporation	WA	\$371,130	Executive Director (Co-founder)	\$53,216	\$49,688	2023
Idaho Federation Of Families For Childrens Mental	ID	\$370,560	Executive Director	\$89,764	\$94,234	2025
The Moriah Foundation	IL	\$370,540	Executive Director	\$134,325	\$137,720	2023
Grants Pass Sobering Center Inc	OR	\$370,463	Executive Director	\$17,105	\$16,566	2023
Steps With Horses	TX	\$375,071	Executive Director	\$103,067	\$104,436	2024
Western Maine Addiction Recovery Initiative	ME	\$369,918	Executive Director	\$62,060	\$64,808	2023
R & B Counseling Corp Nfp	IL	\$369,875	Chair	\$50,750	\$52,033	2023
Sexual Assault And Family Violence	WY	\$375,458	Executive Di	\$65,000	\$70,505	2024
Golden Triangle Contact	MS	\$369,232	Executive Director	\$45,000	\$50,769	2024
People Who Care Children's Association	CA	\$368,834	Non-voting Member	\$67,390	\$58,946	2024
San Francisco Drug Users Union	CA	\$368,545	Executive Dir.	\$37,500	\$32,801	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Center For Healthy Minds	CA	\$368,309	Director	\$95,807	\$83,802	2024
Good Grief Of Northwest Ohio Inc	OH	\$367,964	Managing Director	\$69,502	\$74,568	2024
A Peace Of Mind Sl Corporation	CA	\$377,191	President	\$64,800	\$56,680	2024
Living Free Inc	TN	\$377,574	President	\$85,304	\$88,488	2025
Veteran Resilience Project Inc	MN	\$377,786	Vice Chair	\$2,325	\$2,396	2023
Midway Apartments Inc	GA	\$367,120	Executive Dir.	\$19,500	\$19,862	2024
Companions On A Journey	OH	\$378,239	Executive Di	\$45,750	\$50,534	2023
Applied Prevention Science	OH	\$366,492	Treasurer	\$78,250	\$86,433	2023
Center For Sexual Assault Survivors	VA	\$366,290	Executive Director	\$61,757	\$60,402	2024
Story House Ministries Inc	IN	\$366,241	Executive Di	\$69,224	\$76,131	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 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 814 organizations. Compensation range \$1–\$292,753; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$372,512); for reference, expenses \$288,025 and assets \$186,543.

ROLE MATCH Madison Partridge, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	81 st
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	77 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 (Madison Partridge) 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 13, 2026, comparing compensation against 814 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,458 is reasonable (approximately the 81st 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 13, 2026.