

Nenana Tortella Council On Aging

Executive Director / CEO

EIN 920076823

AK · NTEE P80

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Vicky Moyle, Executive Director / CEO** (\$123,353) against **every comparable organization** that fit the selection criteria — **296** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

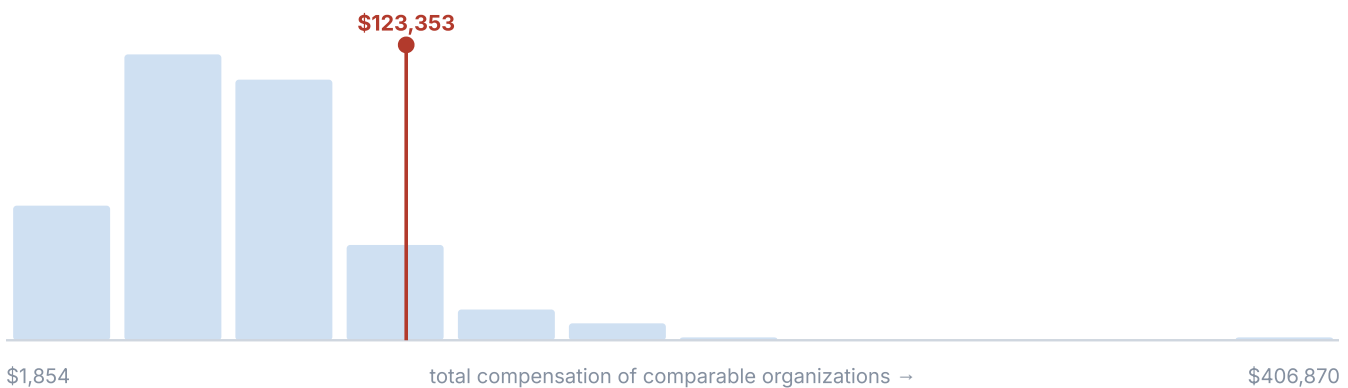
Benchmarked executive: Vicky Moyle — reported title "ACTIVITY DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$325,170 and \$727,993 — 0.67x to 1.50x the subject's \$485,329 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

296 organizations qualified on sector, size, and geography → **296** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,672	\$49,981	\$68,082	\$91,010	\$115,200	\$123,353
----------	----------	----------	----------	-----------	------------------



● 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 AK 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
The Anika Foundation	MN	\$483,946	Executive Director	\$67,761	\$74,009	2023
Passages Women's Transitional Living Inc	SD	\$487,200	Executive Director	\$55,104	\$65,293	2024
Common Ground Outdoor Adventures	UT	\$482,486	Executive Director	\$125,097	\$133,920	2025
Mission To El Salvador	PA	\$481,233	Executive Di	\$42,334	\$45,326	2024
The QI Plus Program	VA	\$489,531	Executive Dir./secretary	\$141,706	\$146,899	2024
C & L A Support Service Inc	FL	\$481,042	Executive Director	\$57,700	\$56,697	2025
Stone-hayes Center For Independent Living	IL	\$480,688	Executive Director	\$57,636	\$60,836	2024
Jewish Los Angeles Special Needs	CA	\$490,602	Executive Dir.	\$76,150	\$72,684	2023
Sowhope Org	MI	\$479,496	Corp President And Ceo	\$85,000	\$96,978	2023
Touchstone Farm Inc	NH	\$475,750	Executive Director	\$68,000	\$67,413	2024
Asi Capitola Inc	MN	\$475,700	President	\$65,715	\$71,775	2023
Hearts And Hands Faith In Action	NY	\$474,418	Executive Director	\$85,397	\$82,850	2024
Neighborhood Outreach Connection	SC	\$497,448	Executive Director	\$69,167	\$77,472	2024
Xquisite	NV	\$471,984	Executive Di	\$88,300	\$95,028	2024
Institute For Affordable Transportation	IN	\$471,165	Executive Director	\$88,616	\$100,333	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Alexander House Apostolate	TX	\$468,758	President And Ceo	\$88,743	\$95,308	2024
Arizona Caregiver Coalition Inc	AZ	\$468,536	Executive Director Until 7/1/24	\$35,038	\$37,247	2023
Bring On The Spectrum Inc	NY	\$468,382	Ceo	\$39,192	\$38,023	2024
Women's Fund Of Greater Milwaukee Inc	WI	\$502,859	Executive Director	\$155,341	\$174,180	2024
Alternative Pathways	MI	\$503,546	Director	\$46,118	\$51,107	2024
Southeast Community Development	CA	\$466,328	Executive Di	\$83,589	\$79,784	2023
Construction Forum	MO	\$504,882	Secretary	\$140,124	\$164,049	2023
Home Base Inc	VT	\$505,778	Co-director	\$64,341	\$71,584	2023
Showering Love Inc	FL	\$505,824	Ceo	\$61,000	\$63,342	2023
American Association Of Adapted Sports	GA	\$463,772	Executive Dir.	\$109,894	\$118,635	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK cost of living and 2025 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 AK 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 296 organizations. Compensation range \$1,854–\$406,870; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$485,329); for reference, expenses \$465,157 and assets \$137,622.

ROLE MATCH	Vicky Moyle, reported title " <i>ACTIVITY DIRECTOR</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	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	85 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 (Vicky Moyle) 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 296 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$123,353 is reasonable (approximately the 93rd 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.