

Mid-valley Fellowship

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Duan Walker, Executive Director / CEO** (\$37,921) against **every comparable organization** that fit the selection criteria — **45** 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

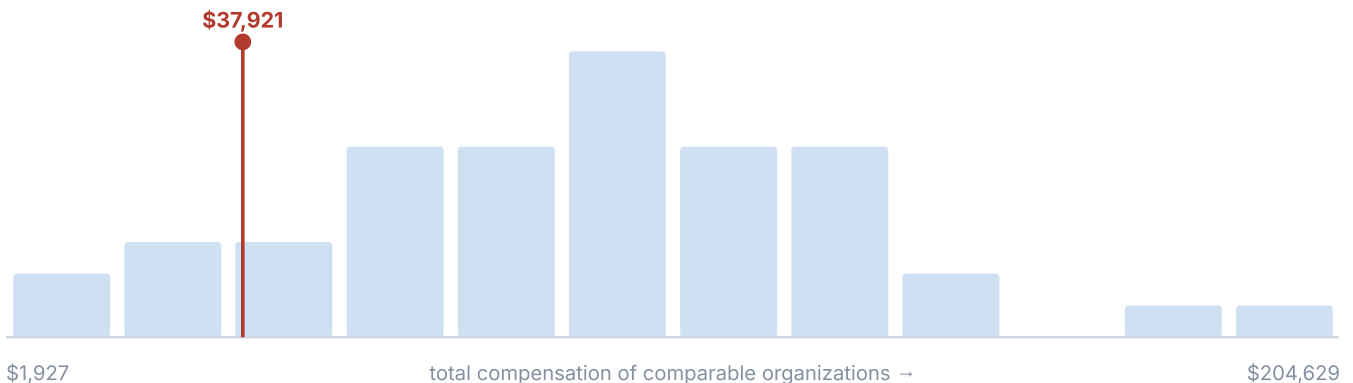
Benchmarked executive: Duan Walker — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F80).
BUDGET	Total revenue between \$324,133 and \$725,671 — 0.67x to 1.50x the subject's \$483,781 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F80), nationwide + budget 0.67–1.5x revenue.

45 organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$35,673	\$65,750	\$89,985	\$111,898	\$134,532	\$37,921
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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 OR 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
50 Mile March Foundation Inc	NE	\$483,581	Executive Director	\$33,333	\$39,747	2023
Christian Counseling Ministries Westernnewyork Inc	NY	\$484,037	Executive Director	\$83,206	\$83,355	2023
Vocal Inc	VA	\$479,237	Ex. Director	\$81,469	\$82,522	2025
Forensic Mental Health Association	CA	\$476,044	Executive Dir.	\$107,961	\$103,352	2023
Atron Foundation	VA	\$465,513	Chair	\$96,000	\$97,240	2025
National Alliance On Mental Illness Wood County	OH	\$504,160	Executive Director	\$57,649	\$65,750	2024
Nami Rhode Island	RI	\$504,716	Executive Di	\$63,774	\$67,795	2023
Center For Psychotherapy Spirituality & Creativity	CA	\$462,221	Director And Founder	\$19,000	\$17,667	2024
Nami Greater Orlando Inc	FL	\$442,313	Executive Director	\$89,731	\$93,452	2023
Center For Youth Mental Health	CA	\$440,705	President	\$25,045	\$23,288	2024
The Massachusetts Mental Health	MA	\$527,368	Exec. Dir.	\$60,210	\$59,983	2023
Nami Illinois Inc	IL	\$538,830	Executive Director	\$134,756	\$146,872	2023
National Alliance On Mental Illness Of Vermont Inc	VT	\$541,034	Executive Director	\$103,241	\$111,898	2024
Mental Health America Of Greater Dallas	TX	\$567,337	Executive Director	\$79,024	\$87,636	2023
Athens Mental Health Inc	OH	\$386,065	Exec Directir	\$57,464	\$67,474	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Paws For Patrick	IL	\$593,880	Executive Director	\$85,000	\$89,985	2024
Ohio Citizen Advocates For Addiction Recovery	OH	\$594,010	Chief Executive Officer	\$104,164	\$122,311	2023
Forest Warren Mental Wellness	PA	\$599,265	Ceo	\$32,103	\$34,474	2024
Nami Montgomery County (Md) Inc	MD	\$599,758	Executive Director	\$95,847	\$99,342	2023
The Yellow Tulip Project	ME	\$366,033	Director	\$1,736	\$1,927	2023
Cope Incorporated	OK	\$602,185	Executive Director	\$100,000	\$118,573	2024
Nami Will-grundy	IL	\$363,859	Executive Director	\$28,846	\$30,538	2024
Only 7 Seconds	WA	\$604,671	Executive Dir.	\$139,370	\$134,365	2024
I Understand Love Heals	MI	\$605,133	President	\$95,058	\$105,654	2024
American Friends Of Shalvat Chayim Inc	NY	\$356,147	President	\$80,500	\$78,330	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 45 organizations. Compensation range \$1,927–\$204,629; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$483,781); for reference, expenses \$377,134 and assets \$387,631.

ROLE MATCH	Duan Walker, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	2 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	13th
Total compensation (D + F), as reported (no adjustments)	16th
Reportable pay only (column D), adjusted	13th
All sources (D + E + F), adjusted	11th

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 (Duan Walker) 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 10, 2026, comparing compensation against 45 similarly situated organizations (Same NTEE sector (F80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,921 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 10, 2026.