

Maine Wilderness Watershed Trust Inc

Executive Director / CEO

EIN 010446281

ME · NTEE C340

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kate Drummond, Executive Director / CEO** (\$4,500) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

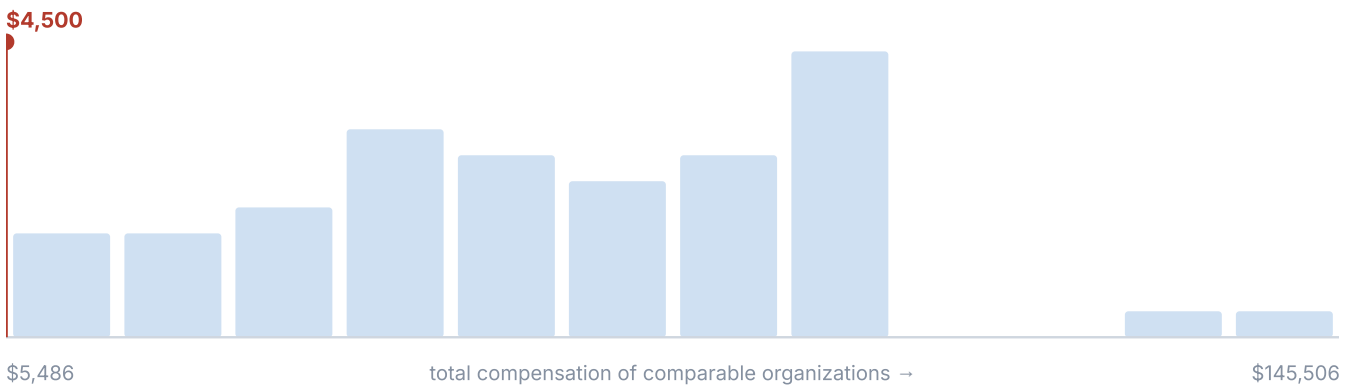
Benchmarked executive: Kate Drummond — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C340).
BUDGET	Total revenue between \$155,137 and \$347,322 — 0.67x to 1.50x the subject's \$231,548 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,255	\$41,014	\$61,527	\$84,463	\$92,791	\$4,500
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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 ME 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
Trans Cascadia Inc	ID	\$229,395	President	\$5,164	\$5,486	2024
Oconee River Land Trust	GA	\$235,611	Exec Director	\$68,333	\$70,642	2023
Green Earth Inc	IL	\$236,353	Executive Dir.	\$43,667	\$41,767	2025
Human Access Project	OR	\$226,653	Ringleader	\$60,000	\$55,645	2024
The Hillside Trust	OH	\$237,694	Executive Director	\$78,000	\$84,940	2023
Xa Kako Dile Inc	CA	\$238,623	Executive Director	\$28,016	\$24,873	2023
Maine Appalachian Trail Land Trust	ME	\$218,450	Executive Director	\$92,837	\$92,837	2024
Simsbury Land Trust Inc	CT	\$217,828	Executive Director	\$7,866	\$7,175	2025
Nation Ford Land Trust	SC	\$216,144	Director	\$44,162	\$44,824	2025
Great Plains Restoration Council	TX	\$247,029	Ex Dir/founder	\$83,116	\$83,030	2024
Wilton Land Conservation Trust	CT	\$247,293	Executive Director	\$92,500	\$89,171	2023
Three Rivers Land Trust	ME	\$214,866	Executive Director, Outgoing	\$28,719	\$29,567	2023
Permaculture Planet Us Ngo Foundation	WY	\$250,000	Executive Director	\$75,000	\$82,572	2023
Colibri Catalyst Inc	DC	\$250,000	Board Chair, Ceo - Gdi	\$37,814	\$33,138	2024
Land Health Institute	PA	\$211,124	Executive Di	\$20,443	\$20,359	2024
Maricopa Trail & Park Foundation	AZ	\$209,689	Director	\$18,430	\$17,245	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Upper Savannah Land Trust	SC	\$207,068	Executive Di	\$35,860	\$38,464	2023
The Intertwine Alliance Foundation	OR	\$206,864	Co-director	\$96,453	\$89,452	2024
Katawba Valley Land Trust	SC	\$205,614	Executive Di	\$84,000	\$87,515	2024
San Miguel Conservation Foundation	CO	\$205,222	Executive Di	\$40,800	\$40,224	2023
Virginias United Land Trusts	VA	\$259,231	Executive Dir.	\$98,537	\$92,565	2025
Friends Of The Amargosa Basin	CA	\$203,322	Executive Dir.	\$64,480	\$55,604	2024
Tejon Ranch Conservancy	CA	\$202,988	President & Ceo	\$65,663	\$58,297	2023
Er'-nerr' Land Fund	CA	\$202,000	Chair	\$11,185	\$9,645	2024
Land Conservation Foundation	IL	\$262,318	Executive Director	\$36,511	\$35,846	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 54 organizations. Compensation range \$5,486–\$145,506; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$231,548); for reference, expenses \$134,404 and assets \$2,760,315. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Kate Drummond, reported title "*Director*", 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 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	6 th
All sources (D + E + F), adjusted	0 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 (Kate Drummond) 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 54 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,500 is reasonable (approximately the 0th 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.