

Nh Businesses For Social Responsibility

Executive Director / CEO

EIN 020529708

NH · NTEE C99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Veasey, Executive Director / CEO** (\$60,899) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

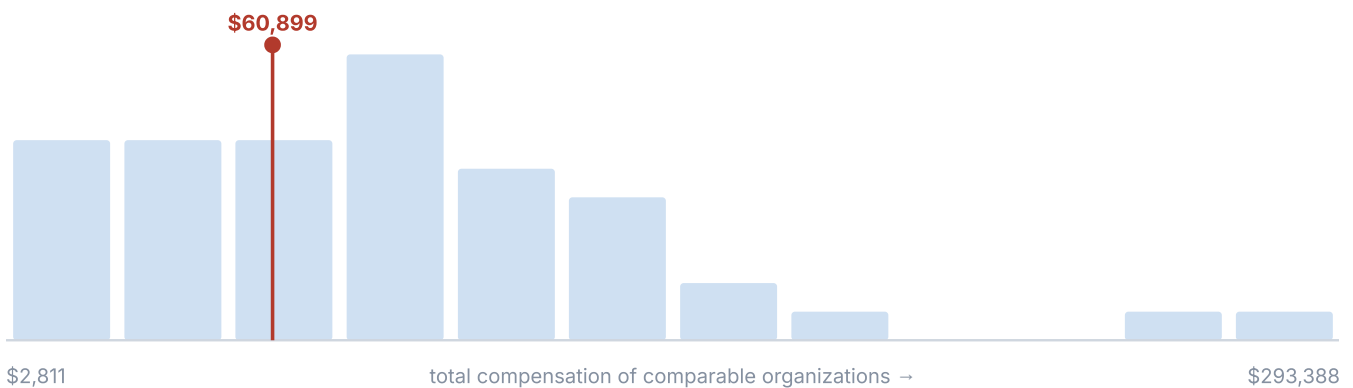
Benchmarked executive: Michelle Veasey — reported title “Advocacy Director, Past Executive Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C99).
BUDGET	Total revenue between \$252,516 and \$565,335 — 0.67x to 1.50x the subject's \$376,890 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C99), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,998	\$45,531	\$78,896	\$119,553	\$148,572	\$60,899
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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 NH 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
Triple Bottom Line Foundation	CO	\$376,878	President/secretary	\$30,000	\$31,978	2024
River Bend Nature Center Inc	WI	\$377,874	Executive Director	\$72,000	\$86,059	2023
Youth For Environmental Sanity	CA	\$377,943	Community Learning & Partnership	\$12,000	\$11,519	2024
The Little Forks Conservancy Inc	MI	\$379,505	Executive Dir.	\$108,087	\$124,020	2024
Truckee Dirt Union	CA	\$370,119	Employee	\$12,325	\$12,181	2023
The Mid-atlantic Chapter Of The Intl Society Of Ar	VA	\$369,824	Executive Director	\$71,395	\$78,896	2023
Seattle Reconomy	WA	\$384,298	Exec Director	\$43,057	\$42,853	2024
Havens Harvest Inc	CT	\$350,790	Executive Director	\$90,884	\$94,728	2024
Grand Island Area Clean Community	NE	\$343,860	Executive Di	\$81,649	\$97,623	2024
Earth Guardians Inc	CO	\$410,445	Executive Director	\$47,297	\$51,904	2023
Bethesda Green Inc	MD	\$341,433	Executive Director	\$119,508	\$124,203	2024
Valley Advocates For	ID	\$339,513	Executive Di	\$102,141	\$120,787	2024
Brooklyn Greenway Initiative	NY	\$421,517	Executive Director	\$145,144	\$150,106	2023
The Houston Parks Board Foundation	TX	\$331,722	Hpb President & Ceo	\$29,230	\$32,503	2024
Climate Justice Hive	CO	\$424,930	President	\$20,250	\$21,585	2024
The Freecycle Network	AZ	\$426,737	Executive Dir.	\$113,600	\$118,319	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northwest South Dakota Regional Landfill	SD	\$427,317	Manager	\$232,277	\$293,388	2023
Protect The Adirondacks Inc	NY	\$427,840	Executive Di	\$117,273	\$117,803	2024
Timucuan Parks Foundation Inc	FL	\$429,807	Executive Di	\$2,692	\$2,811	2024
Truckee Trails Foundation Inc	CA	\$444,124	Executive Dir.	\$80,000	\$76,793	2024
Green Chips	NV	\$445,125	Executive Direc	\$143,077	\$155,320	2025
Southern Indiana Cooperative Weed	IN	\$447,066	Exec Dir Beg	\$10,000	\$11,723	2024
Soulful Seeds	NV	\$449,332	Executive Director	\$75,000	\$83,571	2024
The Resource Exchange	PA	\$303,956	Executive Director Ceo	\$47,168	\$52,289	2024
Wilderness Louisville Inc	KY	\$302,359	Executive Director	\$91,749	\$109,578	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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 47 organizations. Compensation range \$2,811–\$293,388; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$376,890); for reference, expenses \$358,150 and assets \$36,490.

ROLE MATCH Michelle Veasey, reported title *"Advocacy Director, Past Executive 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	2 peers 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	34 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	30 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 (Michelle Veasey) 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 47 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,899 is reasonable (approximately the 34th 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.