

Resilience Alliance Inc

Executive Director / CEO

EIN 043491218
 MA · NTEE C30
 FY ending 2024-03-31
 June 9, 2026

This analysis benchmarks the total compensation of **Phil Taylor, Executive Director / CEO** (\$11,468) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

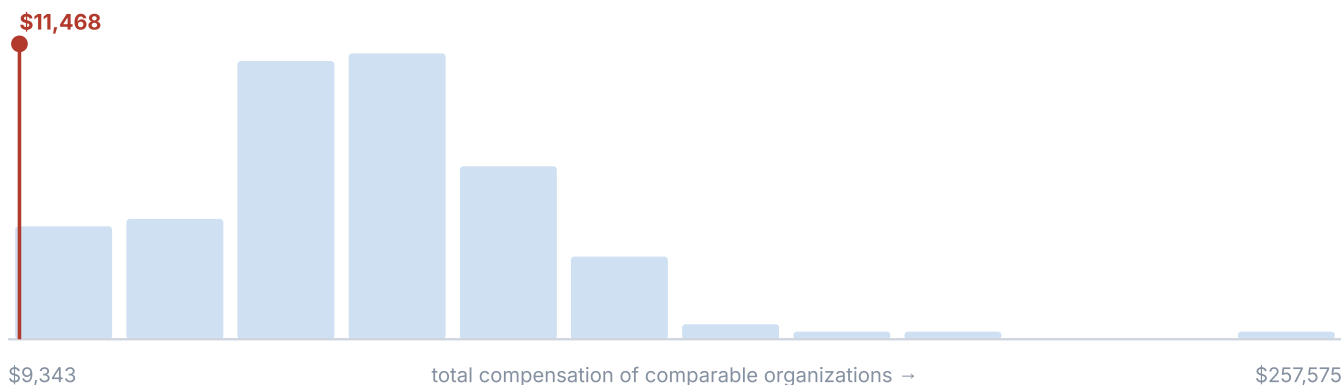
Benchmarked executive: Phil Taylor — reported title “CLERK, TREASURER AND ED”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$253,151 and \$566,757 — 0.67x to 1.50x the subject's \$377,838 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

145 organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,421	\$55,729	\$74,651	\$93,023	\$118,756	\$11,468
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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 MA 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
For A Better Bayou	LA	\$377,663	Executive Director	\$84,000	\$102,931	2024
Cahaba Riverkeeper Inc	AL	\$378,985	Employee	\$75,833	\$91,168	2024
Otsego County Conservation	NY	\$383,328	Executive Dir.	\$69,904	\$70,294	2024
Ocean Futures Society Inc	CA	\$384,635	President	\$81,210	\$80,342	2023
Eel River Recovery Project Inc	CA	\$368,368	Board Chair	\$78,325	\$77,488	2023
Science & Environmental Council Of	FL	\$387,494	Executive Director	\$24,000	\$25,831	2023
Mt Mountain Mamas	MT	\$389,821	Executive Dir.	\$80,000	\$95,965	2024
Rivanna Conservation Alliance	VA	\$364,992	Executive Director	\$32,296	\$35,726	2023
Community Cloud Forest Conservation	MN	\$390,975	Co-chair	\$36,241	\$39,850	2024
Alliance For The Wild Rockies Inc	MT	\$364,633	Executive Director/treasur	\$105,808	\$126,923	2024
Billings Trailnet	MT	\$364,583	Executive Director	\$75,323	\$93,023	2023
Friends Of The Delaware Canal Inc	PA	\$364,269	Executive Di	\$81,900	\$90,888	2024
Living Observatory Inc	MA	\$364,058	Director	\$42,388	\$42,388	2024
Maui Ocean Center Marine Institute	HI	\$393,546	Executive Di	\$67,676	\$67,427	2024
Putnam Land Conservancy Inc	FL	\$394,090	Ceo & Conservation Director	\$64,167	\$67,081	2024
Corkscrew Regional Ecosystem Watershed Land &	FL	\$361,353	Executive Director	\$91,491	\$95,646	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wate						
Southern Maryland Rc&d Board Inc	MD	\$395,050	Executive Di	\$44,034	\$47,166	2023
The Crest	OR	\$360,557	Executive Director	\$66,333	\$68,550	2024
Vibe Tribe Adventures	CO	\$360,098	Ceo	\$57,791	\$63,488	2023
E Inc	MA	\$359,622	Executive Di	\$58,556	\$57,047	2025
Grow Native Massachusetts Inc	MA	\$359,550	Executive Di	\$111,000	\$111,000	2024
Friends Of Baxter State Park	ME	\$396,313	Executive Director	\$92,805	\$103,414	2024
Change Is Simple Inc	MA	\$399,789	Executive Director	\$75,368	\$77,594	2023
City Grazing	CA	\$353,251	Executive Director	\$11,721	\$11,263	2024
Southwest Iowa Nature Trails	IA	\$352,427	Executive Di	\$18,920	\$23,053	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	145 organizations. Compensation range \$9,343–\$257,575; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$377,838); for reference, expenses \$410,278 and assets \$350,233.
ROLE MATCH	Phil Taylor, reported title "CLERK, TREASURER AND ED", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	3 rd

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 (Phil Taylor) 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 145 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,468 is reasonable (approximately the 3rd 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.