

Hudsonia Limited

Executive Director / CEO

EIN 112587776

NY · NTEE C053

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Erik Kiviat, Executive Director / CEO** (\$43,000) against **every comparable organization** that fit the selection criteria — **769** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Erik Kiviat — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C053).
BUDGET	Total revenue between \$269,546 and \$603,462 — 0.67x to 1.50x the subject's \$402,308 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

769 organizations qualified on sector, size, and geography → **769** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,156	\$51,671	\$78,659	\$102,297	\$126,004	\$43,000
----------	----------	----------	-----------	-----------	----------



● 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 NY 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
Arkansas Environmental Federation Inc	AR	\$402,813	Executive Director	\$97,554	\$124,934	2023
The Outdoor Circle	HI	\$402,928	Executive Director	\$122,049	\$120,925	2024
Archangel Ancient Tree Archive	MI	\$403,111	Executive Di	\$85,000	\$97,091	2024
Get Inspired	CA	\$403,267	President	\$110,000	\$105,115	2024
Leila Arboretum Society	MI	\$401,038	Executive Di	\$67,246	\$76,812	2024
Michigan Turfgrass Foundation	MI	\$403,612	Executive Director	\$45,000	\$51,401	2024
Climate Access Fund Corporation	MD	\$404,259	Ceo	\$156,583	\$162,003	2024
Natural Restorations	AZ	\$400,227	Executive Director	\$98,807	\$105,160	2024
Smart Buildings Center Education Program	WA	\$400,015	Executive Director	\$26,536	\$26,292	2024
Sustainable Learning Inc	NY	\$404,621	Executive Director	\$44,100	\$44,100	2024
Change Is Simple Inc	MA	\$399,789	Executive Director	\$75,368	\$77,164	2023
Clean Fairfax Council	VA	\$399,566	Executive Director	\$104,213	\$108,484	2025
Alliance For Pulp And Paper Technology	DC	\$399,350	Executive Director	\$194,878	\$189,250	2024
Three Rivers Solid Waste Technology	SC	\$398,817	Chair	\$300	\$337	2025
Friends Of Illinois Nature Preserves	IL	\$405,851	Executive Director	\$70,000	\$76,158	2024
Torrey House Press	UT	\$405,952	Executive Director	\$69,650	\$81,218	2023
Friends Of The Mad River	VT	\$406,162	Executive Director	\$68,571	\$76,379	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mills River Partnership Inc	NC	\$406,242	Executive Di	\$84,253	\$93,857	2025
Plant A Million Corals Foundation Inc	FL	\$406,319	President & Ceo	\$82,214	\$85,471	2024
Us Research Impact Alliance Corp	WV	\$406,795	Executive Director	\$173,262	\$213,738	2023
Grace Hudowalski Charitable Trust	ME	\$407,041	Trustee	\$54,000	\$61,607	2023
Haw River Assembly Inc	NC	\$397,564	Executive Di	\$71,611	\$81,885	2024
Kansas Wildscape Foundation	KS	\$407,611	Executive Di	\$82,271	\$101,265	2023
Fungi Foundation Inc	NY	\$407,817	Chief Executive Director	\$58,336	\$58,336	2024
Wesselman Nature Society Inc	IN	\$396,745	Executive Director	\$63,785	\$74,439	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	769 organizations. Compensation range \$337–\$959,056; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$402,308); for reference, expenses \$429,409 and assets \$161,555.
ROLE MATCH	Erik Kiviat, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 20 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	19 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	17 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 (Erik Kiviat) 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 769 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,000 is reasonable (approximately the 19th 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.