

Sustainable Hudson Valley Inc

Executive Director / CEO

EIN 113793286

NY · NTEE C60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Everett, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

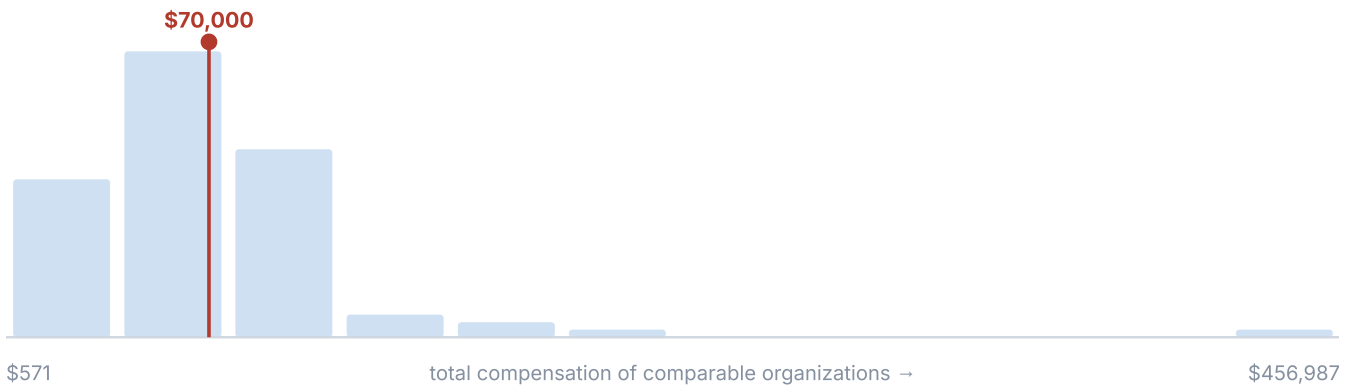
Benchmarked executive: Melissa Everett — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C60).
BUDGET	Total revenue between \$201,578 and \$451,294 — 0.67x to 1.50x the subject's \$300,863 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography → **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,000	\$40,847	\$64,188	\$83,604	\$107,504	\$70,000
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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 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
Ecological Citizen's Project Inc	NY	\$301,612	Co-director	\$74,360	\$76,556	2023
Devens Eco-efficiency Center Inc	MA	\$300,051	Executive Director	\$106,037	\$102,731	2025
Community Life Collaborative	OH	\$298,834	Executive Di	\$80,000	\$93,769	2024
Ivy Creek Foundation Inc	VA	\$304,497	Executive Di	\$42,419	\$46,664	2023
Institute For Climate And Peace	HI	\$296,775	President	\$54,600	\$55,695	2023
Friends Of The Owyhee	OR	\$305,136	Executive Director	\$88,859	\$94,018	2023
Wa-ya Outdoor Institute	WA	\$294,505	Executive Director	\$61,934	\$61,364	2024
Olympic Nature Experience	WA	\$307,779	Exec Director	\$28,628	\$28,364	2024
Ravenwood Outdoor Learning Center	MT	\$309,188	Trustee And	\$53,045	\$65,147	2023
Imago	OH	\$291,359	Executive Director	\$33,772	\$40,754	2023
Harvest Of All First Nations	CO	\$311,307	Chair	\$60,489	\$64,188	2024
Discovery Pathways	PA	\$290,379	Executive Director	\$72,021	\$79,482	2024
Prince William Conservation Alliance	VA	\$289,800	Executive Dir.	\$83,376	\$91,721	2023
M3 Ministries	TX	\$287,081	Board Member, Ceo	\$78,000	\$88,896	2023
Crowe's Nest Farm Inc	TX	\$317,182	Vice Pres	\$42,000	\$47,868	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Health Professionals For A Healthy	MN	\$317,816	Executive Director	\$72,359	\$79,124	2024
Families In Nature	TX	\$319,367	Executive Dir.	\$88,838	\$98,343	2024
Green Cambridge Inc	MA	\$281,267	Executive Director	\$74,500	\$72,178	2025
Life Frames Inc	CA	\$322,566	Executive Dir.	\$46,170	\$45,423	2023
Coral Springs Nature Center &	FL	\$275,781	Executive Di	\$54,082	\$56,224	2024
Education Economics Environmental Climate And Heal	MS	\$332,687	Board Member	\$463	\$571	2024
Isle Royale Natural History Association	MI	\$267,731	Executive Director	\$49,907	\$58,690	2023
Sustainable San Mateo County	CA	\$335,463	Executive Director	\$61,271	\$60,280	2023
Maunaloa Fishpond Heritage Center	HI	\$336,176	Executive Di	\$72,500	\$71,832	2024
The Greenhouse Project	NV	\$336,362	Executive Di	\$36,907	\$40,940	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 **91** organizations. Compensation range \$571–\$456,987; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$300,863); for reference, expenses \$310,265 and assets \$31,771.

ROLE MATCH	Melissa Everett, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	4 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	58 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	56 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 (Melissa Everett) 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 91 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 58th 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.