

Black Rock Forest Preserve Inc

Executive Director / CEO

EIN 133536460

NY · NTEE C60

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Isabel W Ashton, Executive Director / CEO** (\$31,901) against **every comparable organization** that fit the selection criteria — **12** 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: Isabel W Ashton — reported title "SECRETARY", 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 (C60).

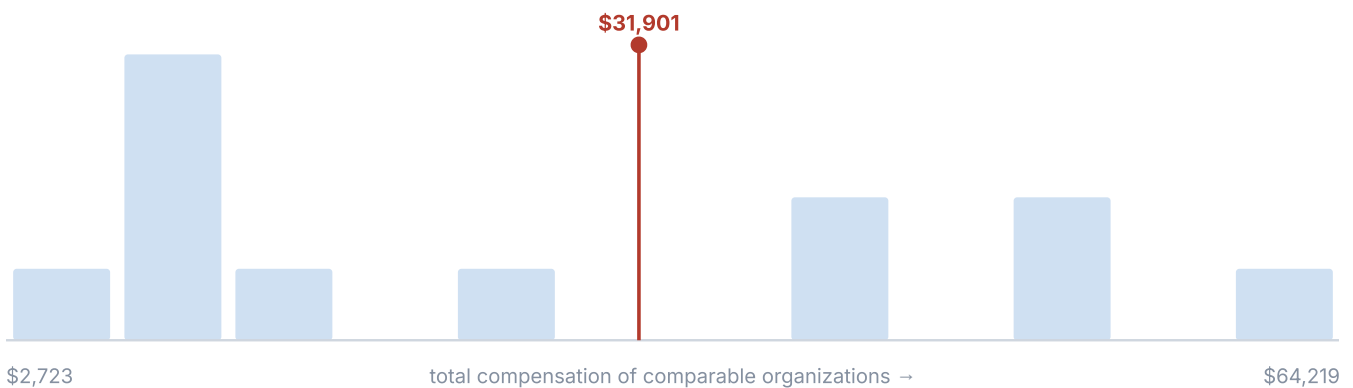
BUDGET Total revenue between \$14,734 and \$32,988 — 0.67x to 1.50x the subject's \$21,992 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

12 organizations qualified on sector, size, and geography

→ **12** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,092	\$9,371	\$19,882	\$44,787	\$51,817	\$31,901
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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
Mlt Holdings Inc	HI	\$22,994	President	\$8,503	\$8,673	2023
Msc Foundation	PA	\$20,230	President	\$36,531	\$41,506	2023
Joshua Tree National Park Council For The Arts	CA	\$20,152	Exec Director	\$8,400	\$8,027	2024
Aleli Environmental	PR	\$20,076	Presidente	\$2,645	\$2,723	2023
Western Alliance For Nature	CA	\$24,042	Executive Director	\$10,050	\$9,604	2024
Center For Sustainable Agricultural	FL	\$19,529	President	\$60,000	\$64,219	2023
Sustainable World Inc	NY	\$25,372	President And Convenor	\$43,000	\$43,000	2024
Stonington Land Trust Inc	CT	\$26,187	Exec Directo	\$24,000	\$25,638	2023
Waterstart Channels For Innovation	NV	\$16,250	Secretary & Treasurer	\$45,535	\$52,003	2023
San Joaquin Wildlife Sanctuary	CA	\$28,826	Executive Director, Water	\$50,970	\$50,146	2023
Ftf Foundation	AK	\$29,654	Executive Di	\$10,914	\$11,888	2023
Save Cape Lookout Foundation Inc	NC	\$32,842	Director	\$12,000	\$14,126	2023

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	12 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$2,723–\$64,219; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$21,992); for reference, expenses \$165,179 and assets \$4,266,658. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Isabel W Ashton, reported title " <i>SECRETARY</i> ", 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	4 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	58 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	75 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 (Isabel W Ashton) 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 12 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,901 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.