

# Empire State Forest Products

Executive Director / CEO

EIN 141629946

NY · NTEE C36Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Bartow, Executive Director / CEO** (\$105,430) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

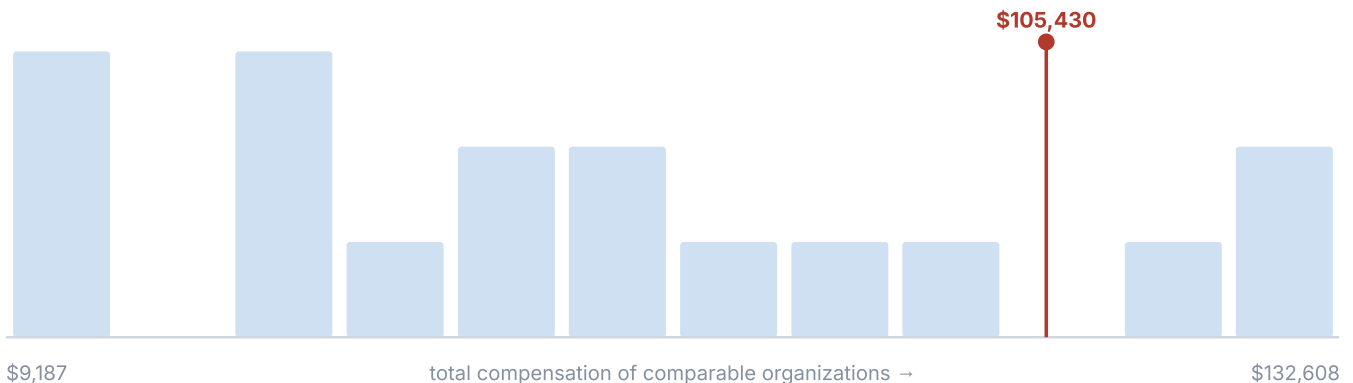
**Benchmarked executive:** John Bartow — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C36Z).
BUDGET	Total revenue between \$237,425 and \$531,549 — 0.67x to 1.50x the subject's \$354,366 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C36), nationwide + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,146	\$39,677	\$57,106	\$85,532	\$118,417	\$105,430
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 82ND
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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
<a href="#">Reforest Our Future</a>	PA	\$370,424	Executive Director	\$12,000	<b>\$13,243</b>	2024
<a href="#">Center For Responsible Forestry</a>	WA	\$332,103	Executive Director	\$50,704	<b>\$50,237</b>	2024
<a href="#">Silvix Resources</a>	OR	\$325,497	Executive Dir.	\$37,500	<b>\$39,677</b>	2023
<a href="#">Forest Bridges</a>	OR	\$309,199	Executive Director	\$118,347	<b>\$125,218</b>	2023
<a href="#">West Virginia Forestry Association Inc</a>	WV	\$306,840	Executive Director	\$46,292	<b>\$57,106</b>	2023
<a href="#">Amigos De El Yunque Inc</a>	PR	\$290,302	Executive Director	\$83,078	<b>\$85,532</b>	2023
<a href="#">La Cruz Habitat Protection Project Inc</a>	MN	\$278,899	Executive Director	\$104,146	<b>\$113,883</b>	2024
<a href="#">Wild South</a>	NC	\$431,357	Executive Director	\$60,000	<b>\$68,608</b>	2024
<a href="#">Protect &amp; Preserve Hawaii Inc</a>	HI	\$437,567	President	\$130,000	<b>\$132,608</b>	2023
<a href="#">Floresta Project Inc</a>	NY	\$438,344	President	\$10,200	<b>\$10,501</b>	2023
<a href="#">Releaf Michigan Inc</a>	MI	\$266,223	Board Mbr/ex	\$35,000	<b>\$39,979</b>	2024
<a href="#">Blue Ridge Prism Inc</a>	VA	\$261,741	Former Executive Director	\$66,694	<b>\$71,264</b>	2024
<a href="#">The Nature Of Wildworks</a>	CA	\$260,945	Executive Di	\$66,092	<b>\$63,157</b>	2024
<a href="#">Forest And Woodland Association Of Missouri</a>	MO	\$260,581	Executive Director	\$48,505	<b>\$55,388</b>	2025
<a href="#">Alliance For Int'l Reforestation</a>	GA	\$468,215	Exec. Dir. G	\$30,000	<b>\$33,382</b>	2024
<a href="#">Golden State Natural Resources</a>	CA	\$501,753	President (Thru 06/23)	\$103,077	<b>\$101,410</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Project For Resilient Communities</a>	CA	\$516,355	Ceo	\$9,614	<b>\$9,187</b>	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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 17 organizations. Compensation range \$9,187–\$132,608; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$354,366); for reference, expenses \$371,481 and assets \$127,322.

**ROLE MATCH** John Bartow, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>82<sup>nd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>88<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>82<sup>nd</sup></b>
All sources (D + E + F), adjusted	<b>82<sup>nd</sup></b>

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 (John Bartow) 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 17 similarly situated organizations (Same NTEE sector (C36), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,430 is reasonable (approximately the 82<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.