

# Institute For Compatible Development Inc

Executive Director / CEO

EIN 201767415

MS · NTEE C055

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Janice Mabry, Executive Director / CEO** (\$34,563) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Janice Mabry — reported title “Advisory Member”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

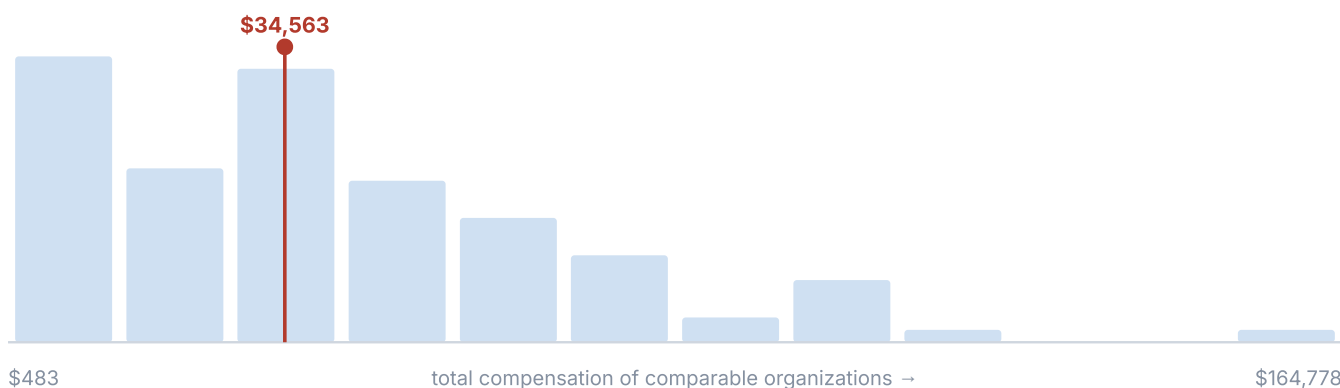
**SECTOR** Organizations sharing the subject's NTEE classification (C055).

**BUDGET** Total revenue between \$60,590 and \$135,649 — 0.67x to 1.50x the subject's \$90,433 (the band tightens as size grows).

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

**98** organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,752	\$15,788	\$38,348	\$56,533	\$79,740	\$34,563
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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 MS 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="#">Hiy Inc</a>	PA	\$90,485	President - Ceo	\$132,000	<b>\$115,145</b>	2025
<a href="#">Pelican Coast Conservancy Inc</a>	AL	\$90,337	Ceo (Non-vot	\$165,000	<b>\$164,778</b>	2023
<a href="#">Mid-michigan Land Conservancy</a>	MI	\$89,883	Executive Di	\$61,204	<b>\$56,721</b>	2024
<a href="#">Marsh Haven Nature Center Inc</a>	WI	\$91,639	Director	\$21,600	<b>\$20,254</b>	2024
<a href="#">Logansport Water System</a>	IA	\$93,456	President	\$4,548	<b>\$4,603</b>	2023
<a href="#">Pilchuck Audubon Society</a>	WA	\$86,669	Director	\$68,165	<b>\$54,796</b>	2024
<a href="#">Network Of Oregon Watershed Councils</a>	OR	\$86,114	Former Executive Director	\$17,756	<b>\$14,805</b>	2024
<a href="#">Snwa Water Efficiency Improvement</a>	NV	\$86,082	President	\$114,829	<b>\$100,682</b>	2025
<a href="#">Pine Hollow Arboretum</a>	NY	\$94,881	Executive Director	\$63,132	<b>\$51,221</b>	2024
<a href="#">Science And Environmental Policy Project</a>	VA	\$94,968	President	\$120,000	<b>\$104,032</b>	2024
<a href="#">Bank Climate Advocates</a>	CA	\$95,372	Executive Dir.	\$73,483	<b>\$58,655</b>	2023
<a href="#">Hoosic River Watershed Association</a>	MA	\$95,496	Executive Director	\$38,946	<b>\$31,423</b>	2024
<a href="#">Sarasota Bay Watch Inc</a>	FL	\$95,871	Executive Director	\$40,000	<b>\$32,870</b>	2025
<a href="#">Kettle Moraine Land Trust Inc</a>	WI	\$97,080	Managing Director	\$37,500	<b>\$35,164</b>	2024
<a href="#">Kingfisher Trails Inc</a>	OK	\$97,082	President & Ceo	\$30,000	<b>\$30,536</b>	2023
<a href="#">Forestplanet Inc</a>	DC	\$97,102	Executive Di	\$13,000	<b>\$10,545</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Whetstone Wood Trust Fund</a>	MA	\$97,108	Trustee	\$52,178	<b>\$42,099</b>	2024
<a href="#">Trails Of Mississippi Inc</a>	MS	\$82,843	Executive Director	\$63,175	<b>\$65,041</b>	2023
<a href="#">Conservation Collective</a>	NC	\$82,427	Executive Director	\$24,125	<b>\$22,382</b>	2024
<a href="#">Buckeye Environmental Network</a>	OH	\$98,606	2025 Direcor	\$75,000	<b>\$71,324</b>	2024
<a href="#">Wild Tree Foundation</a>	CA	\$98,682	Executive Dir.	\$100,000	<b>\$79,821</b>	2023
<a href="#">Walking Humbly Outdoor Adventures Inc</a>	KY	\$99,435	Secretary	\$2,475	<b>\$2,458</b>	2023
<a href="#">Little Falls Watershed Alliance Inc</a>	MD	\$80,704	Executive Director	\$39,343	<b>\$34,001</b>	2023
<a href="#">Muskingum Watershed Conservancy</a>	OH	\$100,994	Executive Director	\$51,704	<b>\$49,169</b>	2024
<a href="#">Clean And Sustainable Energy Fund</a>	MI	\$79,740	Secretary	\$2,330	<b>\$2,159</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 98 organizations. Compensation range \$483–\$164,778; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$90,433); for reference, expenses \$98,678 and assets \$1,338,833.

**ROLE MATCH** Janice Mabry, reported title *"Advisory Member"*, 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	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	40 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	41 <sup>st</sup>

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 (Janice Mabry) 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 98 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,563 is reasonable (approximately the 44<sup>th</sup> 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.