

# Four Winds Nature Institute Inc

Executive Director / CEO

EIN 205139630  
 VT · NTEE C30  
 FY ending 2024-06-30  
 June 10, 2026

This analysis benchmarks the total compensation of **Lisa Purcell, Executive Director / CEO** (\$63,811) against **every comparable organization** that fit the selection criteria — **137** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

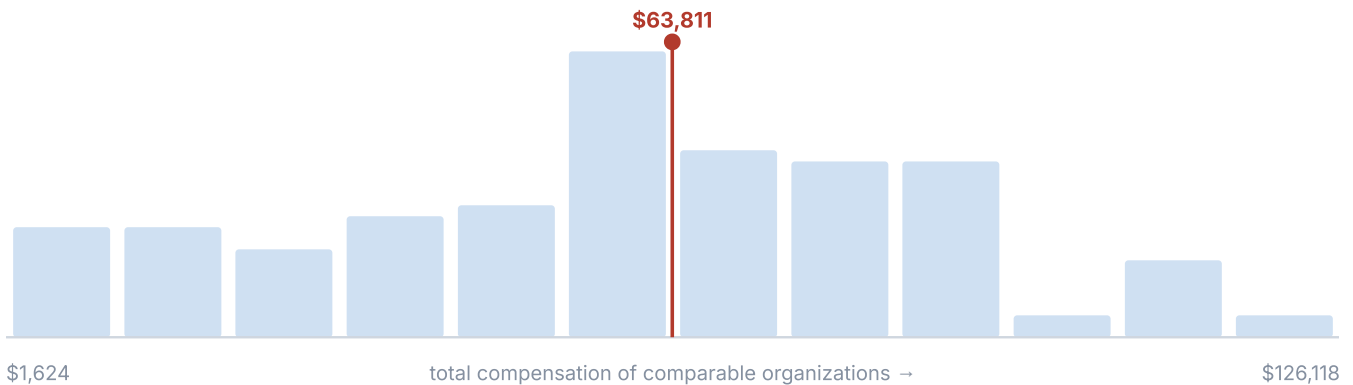
**Benchmarked executive:** Lisa Purcell — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$191,230 and \$428,127 — 0.67x to 1.50x the subject's \$285,418 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

**137** organizations qualified on sector, size, and geography → **137** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,508	\$39,689	\$60,590	\$81,144	\$91,883	\$63,811
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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 VT 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="#">Blue Scholars Initiative</a>	FL	\$284,046	Program Director	\$30,468	<b>\$28,437</b>	2024
<a href="#">Nashville Tree Conservation Corps</a>	TN	\$290,930	Former Exec	\$82,558	<b>\$86,217</b>	2024
<a href="#">Coastal Connections Inc</a>	FL	\$291,704	Executive Director	\$42,000	<b>\$40,358</b>	2023
<a href="#">Project Regeneration</a>	CA	\$279,043	Executive Director	\$131,250	<b>\$112,600</b>	2024
<a href="#">Regenerative Earth</a>	CO	\$278,331	Exec Director, Board Chair	\$67,562	<b>\$66,265</b>	2023
<a href="#">Center For Sustainable Economy</a>	WA	\$277,153	President	\$98,400	<b>\$87,527</b>	2024
<a href="#">Outdoor New Mexico</a>	NM	\$276,415	Executive Director	\$70,640	<b>\$75,485</b>	2024
<a href="#">Nebraska Association Of Resources</a>	NE	\$275,886	Executive Director	\$43,069	<b>\$44,837</b>	2025
<a href="#">Salmon Defense</a>	WA	\$275,565	Executive Director	\$68,690	<b>\$62,905</b>	2023
<a href="#">St Louis Audubon Society</a>	MO	\$275,320	Executive Director	\$68,726	<b>\$70,455</b>	2025
<a href="#">Lake Pepin Legacy Alliance</a>	MN	\$297,817	Executive Director	\$111,764	<b>\$109,720</b>	2024
<a href="#">Sunflower Star Laboratory</a>	CA	\$299,106	Project Mgr.	\$26,085	<b>\$22,378</b>	2024
<a href="#">Sugi Foundation</a>	CA	\$299,320	Excfo	\$68,000	<b>\$58,337</b>	2024
<a href="#">Lake Erie Islands Nature And Wildlife</a>	OH	\$271,495	Director	\$38,767	<b>\$41,999</b>	2023
<a href="#">Pennsylvania Interfaith Power &amp; Light</a>	PA	\$271,190	Executive Director	\$77,767	<b>\$77,049</b>	2024
<a href="#">Grow Wild Inc</a>	MT	\$300,418	Executive Director	\$104,805	<b>\$112,241</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of Black Rock High Rock Inc</a>	NV	\$269,445	Former Director	\$10,500	<b>\$10,457</b>	2024
<a href="#">Madison-morgan Conservancy Inc</a>	GA	\$269,398	Executive Dir	\$110,315	<b>\$113,456</b>	2023
<a href="#">Phoenix Conservancy</a>	WA	\$269,220	Madagascar Project Manager	\$42,068	<b>\$38,525</b>	2023
<a href="#">Tahoe Institute For Natural Science</a>	NV	\$301,900	Executive Dir.	\$79,428	<b>\$81,437</b>	2023
<a href="#">Bold Visions Conservation</a>	MT	\$302,674	Executive Director	\$67,749	<b>\$72,556</b>	2024
<a href="#">Vashon-maury Island Nature Center</a>	WA	\$304,220	Science Dire	\$66,560	<b>\$59,205</b>	2024
<a href="#">South Bay Clean Creeks Coalition</a>	CA	\$304,230	Exec. Director	\$104,058	<b>\$86,971</b>	2025
<a href="#">The Greenwich Tree Conservancy Inc</a>	CT	\$264,196	Executive Director	\$54,590	<b>\$52,354</b>	2023
<a href="#">Greater Oregon City Watershed Council</a>	OR	\$263,413	Executive Dir.	\$78,680	<b>\$72,593</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 **137** organizations. Compensation range \$1,624–\$126,118; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$285,418); for reference, expenses \$306,982 and assets \$291,391.

**ROLE MATCH** Lisa Purcell, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	54 <sup>th</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 (Lisa Purcell) 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 10, 2026, comparing compensation against 137 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,811 is reasonable (approximately the 56<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 10, 2026.