

# New Jersey Arborists Chapter

Executive Director / CEO

EIN 223513017

NJ · NTEE C42

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joe Greipp, Executive Director / CEO** (\$125,375) against **every comparable organization** that fit the selection criteria — **295** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Joe Greipp — 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 (C42).
BUDGET	Total revenue between \$105,232 and \$235,596 — 0.67x to 1.50x the subject's \$157,064 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**295** organizations qualified on sector, size, and geography → **295** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,145	\$26,922	\$52,249	\$76,452	\$100,110	<b>\$125,375</b>
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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 NJ 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="#">Foundation For Ohio River Education</a>	OH	\$157,120	Secretary	\$28,400	<b>\$34,685</b>	2023
<a href="#">Coastal Resources Group Inc</a>	FL	\$157,240	Past Pres/treas/director	\$70,728	<b>\$76,616</b>	2023
<a href="#">Conservation Technology Accelerator Inc</a>	CA	\$156,240	President	\$13,499	<b>\$13,055</b>	2024
<a href="#">Nansemond River Preservation Alliance</a>	VA	\$157,999	Presidentceo	\$79,500	<b>\$85,974</b>	2024
<a href="#">Integrated Vegetation Management Partners Inc</a>	DE	\$158,016	President	\$133,800	<b>\$151,069</b>	2023
<a href="#">Garden Club Of Ohio Inc</a>	OH	\$155,383	Exec. Secretary/co-treasurer	\$5,750	<b>\$7,023</b>	2023
<a href="#">Citizens Coal Council</a>	PA	\$158,904	Executive Di	\$68,000	<b>\$78,195</b>	2023
<a href="#">Cross Vermont Trail Assocation Inc</a>	VT	\$155,037	Executive Director	\$23,000	<b>\$26,694</b>	2023
<a href="#">Torrey Botanical Society</a>	NY	\$154,792	President	\$8,000	<b>\$8,097</b>	2024
<a href="#">Brodheads Watershed Corporation</a>	PA	\$159,342	Executive Director (Until 10/2023)	\$53,190	<b>\$61,164</b>	2023
<a href="#">American Daffodil Society</a>	IN	\$159,863	Executive Direc	\$15,000	<b>\$17,717</b>	2024
<a href="#">The Urban Wildlands Group Inc</a>	CA	\$159,953	President	\$45,300	<b>\$45,105</b>	2023
<a href="#">Friends Of Pumpkinvine Nature Trail Inc</a>	IN	\$154,111	Board Member, Administrative Manager	\$24,000	<b>\$28,347</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Save The Yellowstone Grizzly</a>	MT	\$153,826	Board Treasu	\$12,000	<b>\$14,915</b>	2023
<a href="#">Werkin Outdoors</a>	NC	\$153,506	Committee Chair	\$28,037	<b>\$32,447</b>	2024
<a href="#">Niobrara Council</a>	NE	\$153,450	Executive Dir.	\$54,710	<b>\$65,906</b>	2024
<a href="#">Streets Run Watershed Association</a>	PA	\$153,299	Executive Director	\$88,000	<b>\$98,289</b>	2024
<a href="#">Uc Green Inc</a>	PA	\$160,945	Executive Di	\$70,309	<b>\$76,506</b>	2025
<a href="#">Westlake Aquatic Center Inc</a>	MO	\$161,905	Staff	\$7,457	<b>\$8,846</b>	2024
<a href="#">Center For Science In Public Participation</a>	MT	\$150,621	President	\$100,949	<b>\$121,877</b>	2024
<a href="#">The Center For Transformation Inc</a>	NJ	\$150,374	Co-executive Director	\$72,000	<b>\$74,127</b>	2023
<a href="#">Upstream Watch</a>	ME	\$163,974	Executive Director	\$63,000	<b>\$70,656</b>	2024
<a href="#">Foundation For Geauga Parks</a>	OH	\$164,110	Executive Di	\$45,904	<b>\$56,063</b>	2023
<a href="#">Badlands National Park</a>	SD	\$149,803	Executive Director	\$76,635	<b>\$94,728</b>	2024
<a href="#">San Bernardino Mountains Land Trust</a>	CA	\$164,664	Secretary	\$70,958	<b>\$70,653</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	295 organizations. Compensation range \$562–\$462,508; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$157,064); for reference, expenses \$229,002 and assets \$137,229. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Joe Greipp, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	91 <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 (Joe Greipp) 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 295 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$125,375 is reasonable (approximately the 94<sup>th</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.