

# Shamokin Creek Restoration Alliance

Executive Director / CEO

EIN 232910819

PA · NTEE C30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Philip Dunn, Executive Director / CEO** (\$19,200) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Philip Dunn — 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 (C30).

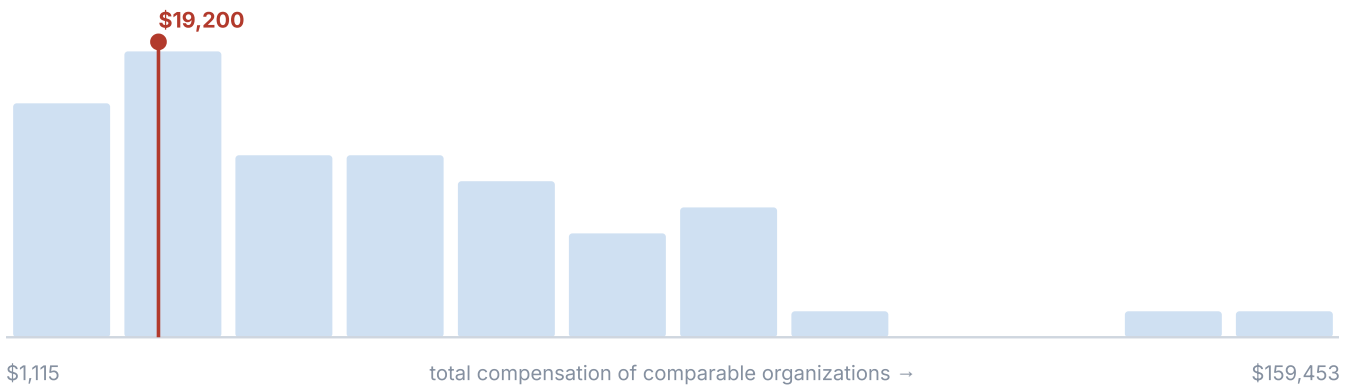
**BUDGET** Total revenue between \$97,568 and \$218,436 — 0.67x to 1.50x the subject's \$145,624 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

**52** organizations qualified on sector, size, and geography

→ **52** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,147

\$20,794

\$37,266

\$61,595

\$82,917

**\$19,200**



## ■ 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 PA 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="#">Play For All Foundation Inc</a>	IL	\$146,122	President	\$24,656	<b>\$24,307</b>	2024
<a href="#">Friends Of The Nature Center In Rancocas State Park Inc</a>	NJ	\$144,132	Executive Director	\$22,056	<b>\$19,747</b>	2024
<a href="#">Center For Environmental Law &amp; Policy</a>	WA	\$147,671	Executive Director	\$89,680	<b>\$80,514</b>	2024
<a href="#">Assateague Coastal Trust Inc</a>	MD	\$148,058	Executive Director	\$59,615	<b>\$55,889</b>	2024
<a href="#">Rosedale Conservancy Inc</a>	DC	\$148,888	Treasurer	\$5,072	<b>\$4,463</b>	2024
<a href="#">Pelican Lakes Conservation Club</a>	MN	\$149,353	Gamb Mgr/dir	\$35,375	<b>\$34,148</b>	2025
<a href="#">Keep Florida Beautiful Inc</a>	FL	\$141,524	Executive Di	\$74,235	<b>\$71,997</b>	2023
<a href="#">Hartley Mason Reservation Co Jeffrey W Mcconnell</a>	ME	\$136,817	Trustee	\$5,000	<b>\$5,021</b>	2024
<a href="#">Cross Vermont Trail Association Inc</a>	VT	\$155,037	Executive Director	\$23,000	<b>\$23,900</b>	2023
<a href="#">Conservation Technology Accelerator Inc</a>	CA	\$156,240	President	\$13,499	<b>\$11,689</b>	2024
<a href="#">Coastal Resources Group Inc</a>	FL	\$157,240	Past Pres/treas/director	\$70,728	<b>\$68,596</b>	2023
<a href="#">Human Impacts Institute Inc</a>	NY	\$133,757	Executive Director	\$52,577	<b>\$49,049</b>	2023
<a href="#">Integrated Vegetation Management Partners Inc</a>	DE	\$158,016	President	\$133,800	<b>\$135,255</b>	2023
<a href="#">The Urban Wildlands Group Inc</a>	CA	\$159,953	President	\$45,300	<b>\$40,384</b>	2023
<a href="#">Prairie Pines Partners</a>	NE	\$126,575	Ppp Manager	\$21,732	<b>\$23,439</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lake Fork Valley Conservancy</a>	CO	\$121,928	Executive Director	\$44,000	<b>\$43,558</b>	2023
<a href="#">Missouri Parks Association</a>	MO	\$170,375	Executive Di	\$51,200	<b>\$55,985</b>	2023
<a href="#">Reshoring Initiative</a>	FL	\$173,066	President	\$28,932	<b>\$28,060</b>	2023
<a href="#">Tahoma Audubon Society</a>	WA	\$174,454	Executive Director	\$58,031	<b>\$53,638</b>	2023
<a href="#">Na Mamo Aloha Aina O Honokohau</a>	HI	\$175,740	Secretary	\$2,400	<b>\$2,155</b>	2024
<a href="#">Sebasticook Regional Land Trust</a>	ME	\$115,436	Executive Director	\$41,680	<b>\$43,088</b>	2023
<a href="#">Rural Land Foundation Of Lincoln</a>	MA	\$176,486	Executive Director	\$176,952	<b>\$159,453</b>	2024
<a href="#">Agassiz Audubon Society Inc</a>	MN	\$114,610	Director	\$1,125	<b>\$1,115</b>	2024
<a href="#">Thrive Conservation</a>	CA	\$114,419	Director And Secretary	\$26,001	<b>\$22,514</b>	2024
<a href="#">Poudre River Trail Corridor Inc</a>	CO	\$113,738	Executive Director	\$86,064	<b>\$82,754</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **52** organizations. Compensation range \$1,115–\$159,453; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$145,624); for reference, expenses \$177,396 and assets \$204,241.

<b>ROLE MATCH</b>	Philip Dunn, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	2 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	21 <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 (Philip Dunn) 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 52 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,200 is reasonable (approximately the 21<sup>st</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.