

East Michigan Environmental Action

Executive Director / CEO

EIN 237241219

MI · NTEE C010

FY ending 2023-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Wilton Simeon Paul Jackson, Executive Director / CEO** (\$51,653) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Wilton Simeon Paul Jackson — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

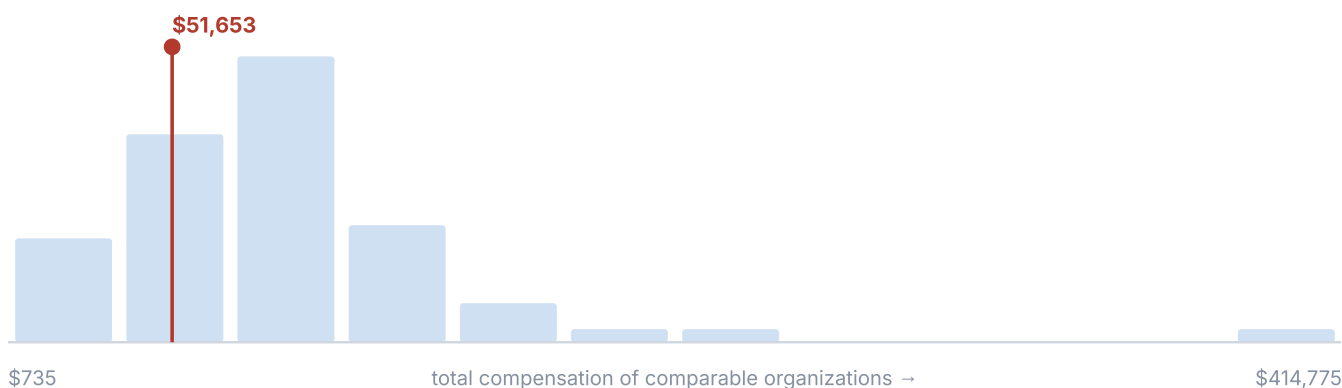
SECTOR Organizations sharing the subject's NTEE classification (C010).

BUDGET Total revenue between \$334,737 and \$749,412 — 0.67x to 1.50x the subject's \$499,608 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C01), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,444	\$53,524	\$80,769	\$100,626	\$132,654	\$51,653
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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 MI 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
Energy Policy Network	TX	\$490,332	Executive Dir.	\$20,125	\$19,504	2023
Intersectional Environmentalist	CA	\$508,909	Secretary	\$17,955	\$14,590	2024
Maine Climate Action Now	ME	\$485,922	Executive Director (Mcan)	\$63,818	\$60,136	2024
North Carolina Climate Justice	NC	\$485,773	Co-executive Director	\$49,586	\$48,214	2024
Everglades Law Center Inc	FL	\$483,835	Executive Director	\$91,258	\$80,675	2024
Alabama Rivers Alliance Inc	AL	\$521,285	Executive Director	\$68,000	\$71,173	2023
Recycling Association Of Minnesota	MN	\$477,798	Executive Director	\$50,724	\$47,166	2024
Environmental Justice Community Action Network	NC	\$475,260	Executive Director	\$95,000	\$92,372	2024
Michigan Recycling Coalition	MI	\$525,387	Executive Director	\$99,932	\$97,065	2024
Cape Fear River Watch	NC	\$471,332	Executive Director	\$68,855	\$66,951	2024
California Urban Forests Council	CA	\$470,825	Exec Director	\$118,833	\$96,563	2024
Blue Sky Maritime Coalition Inc	TX	\$531,528	Exec Dir / Pres	\$127,250	\$119,784	2024
Minnesota Environmental Partnership	MN	\$464,205	Executive Director	\$154,029	\$143,224	2024
Brighter Green Inc	NY	\$463,273	Executive Di	\$35,000	\$30,641	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Powder River Basin Resource Council	WY	\$463,151	Executive Di	\$41,543	\$41,862	2024
Alaska Wildlife Alliance	AK	\$537,946	Executive Director	\$87,200	\$80,769	2023
Montana Conservation Voters	MT	\$538,906	Executive Director	\$73,879	\$77,155	2023
Healthy Environment Alliance Of	UT	\$539,875	Executive Di	\$101,844	\$98,089	2024
Save The Whales	CA	\$542,556	Executive Dir.	\$103,166	\$86,308	2023
Fresno Stewardship Foundation	CA	\$547,818	Cfo	\$45,375	\$37,960	2023
Roaring Fork Valley Wildfire Collaborative	CO	\$448,807	Executive Director	\$90,000	\$81,211	2024
Concerned Citizens Of Montauk	NY	\$551,518	Executive Dir.	\$131,468	\$111,793	2024
Bluedot Institute Inc	CA	\$445,571	Executive Director	\$74,712	\$60,710	2024
Snake River Waterkeeper Inc	ID	\$444,677	Executive Dir.	\$402,446	\$414,775	2023
Rochester Ecology Partners Inc	NY	\$444,273	Executive Director	\$59,112	\$50,266	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI cost of living and 2023 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 MI 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.

■ Sample, role match & sensitivity

PEER COUNT **61** organizations. Compensation range \$735–\$414,775; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$499,608); for reference, expenses \$589,058 and assets \$2,550,963.
ROLE MATCH	Wilton Simeon Paul Jackson, reported title " <i>DIRECTOR</i> ", 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	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	23 rd
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	20 th

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 (Wilton Simeon Paul Jackson) 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 61 similarly situated organizations (Same NTEE sector (C01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,653 is reasonable (approximately the 23rd 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.