

Institute For Earth Education

Executive Director / CEO

EIN 237428586

WV · NTEE C60

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Steve Van Matre, Executive Director / CEO** (\$7,200) against **every comparable organization** that fit the selection criteria — **99** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Steve Van Matre — reported title “international chair”, 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 (C60).
BUDGET	Total revenue between \$303,361 and \$679,167 — 0.67x to 1.50x the subject's \$452,778 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

99 organizations qualified on sector, size, and geography → **99** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,430	\$38,261	\$59,913	\$79,745	\$104,390	\$7,200
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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 WV 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
Womens Environmental Institute At Amador Hill	MN	\$457,413	Director Of Operations	\$6,900	\$6,116	2024
Louisville Nature Center Inc	KY	\$458,209	Executive Director	\$78,440	\$75,601	2024
Tacoma Tree Foundation	WA	\$459,145	Executive Director	\$80,639	\$66,679	2023
Blue Ridge Discovery Center Inc	VA	\$461,990	Executive Di	\$65,423	\$56,668	2024
California Clean Energy Committee	CA	\$438,983	President	\$66,000	\$52,636	2023
Cool The Earth Inc	CA	\$436,919	Exec Dir/boa	\$55,000	\$42,605	2024
Boulder Outdoor Survival School	UT	\$468,884	Executive Dir.	\$54,998	\$50,496	2024
Eco-justice Center Inc	WI	\$436,056	Executive Director	\$58,700	\$54,995	2024
International Association For Near-death	NC	\$470,449	Executive Dir.	\$13,740	\$12,736	2024
Sol Nation Inc	NC	\$471,247	Executive Director	\$103,833	\$96,245	2024
Earth Day New York Inc	NY	\$433,796	Executive Di	\$109,419	\$91,318	2023
Ecology In Classrooms And Outdoors	OR	\$432,173	Executive Director	\$93,836	\$80,482	2023
Seaworthy Foundation Inc	FL	\$431,973	Founder Ceo	\$80,000	\$67,419	2024
Wsbz Farms	AR	\$429,747	Executive Dir.	\$53,550	\$55,593	2023
Vermont Farm And Forest	VT	\$476,706	Executive Director	\$66,354	\$59,913	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater Arkansas River Nature Assoc	CO	\$427,717	Executive Di	\$85,000	\$73,116	2024
John Bunker Sands Wetland Center Inc	TX	\$481,271	Executive Dir.	\$64,126	\$59,244	2023
Cloud City Conservation Center	CO	\$424,000	Executive Di	\$77,650	\$68,767	2023
Ecologik Institute	CA	\$421,600	President	\$18,270	\$14,153	2024
Learning Outside Inc	NC	\$484,982	Executive Di	\$70,355	\$65,214	2024
30 Mile River Watershed Association	ME	\$408,868	Executive Director	\$100,722	\$90,477	2024
Torrey House Press	UT	\$405,952	Executive Director	\$69,650	\$65,838	2023
Work On Climate	CA	\$499,810	Executive Director	\$27,963	\$21,661	2024
Tikkun Hayam-repair The Sea Inc	FL	\$501,076	Chief Executive Officer	\$150,000	\$126,412	2024
Climate Access Fund Corporation	MD	\$404,259	Ceo	\$156,583	\$131,325	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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 99 organizations. Compensation range \$463–\$777,438; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$452,778); for reference, expenses \$35,895 and assets \$687,275. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Steve Van Matre, reported title " <i>international chair</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	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	4 th
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	4 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 (Steve Van Matre) 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 99 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,200 is reasonable (approximately the 4th 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.