

Invasive Species Action Network

Executive Director / CEO

EIN 262447472
 MT · NTEE B990
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Sara Ricklefs, Executive Director / CEO** (\$68,333) against **every comparable organization** that fit the selection criteria — **443** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

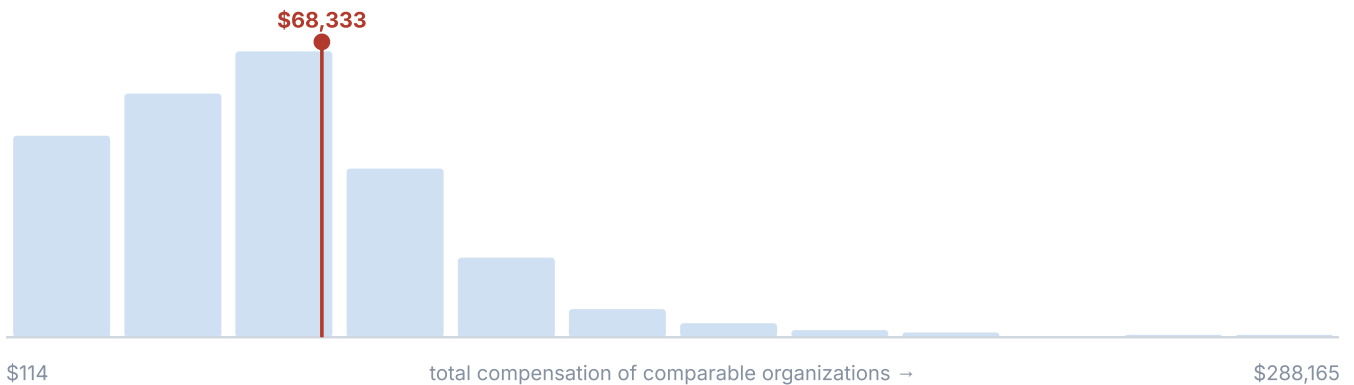
Benchmarked executive: Sara Ricklefs — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B990).
BUDGET	Total revenue between \$258,952 and \$579,744 — 0.67x to 1.50x the subject's \$386,496 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

443 organizations qualified on sector, size, and geography → **443** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,315	\$31,235	\$53,278	\$78,068	\$104,278	\$68,333
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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 MT 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
American Achievement Testing Inc	DC	\$386,410	Ceo	\$152,925	\$120,922	2024
The Upward Project	MA	\$386,090	Executive Director	\$100,889	\$81,693	2024
District Twelve Educators' Association	CO	\$386,999	President	\$134,965	\$116,613	2024
Safe Schools South Florida	FL	\$387,647	Executive Di	\$33,010	\$28,768	2023
Central Indiana Clubhouse Nfp Corp	IN	\$385,145	—	\$54,618	\$51,900	2024
Vermilion Sea Institute	WA	\$388,248	Exeutive Director & Treasurer	\$31,340	\$25,283	2024
Su Casa De Esperanza Inc	TX	\$384,544	Executive Dir.	\$38,490	\$35,718	2023
The Public Education Foundation Inc	IN	\$389,005	Executive Director	\$48,767	\$47,709	2023
Kiilys Kids Incorporated	FL	\$390,256	President	\$110,000	\$93,114	2024
Oakland Digital Arts And Literacy Center Inc	CA	\$382,357	Executive Director	\$94,800	\$75,941	2023
The Nobility Project	TX	\$392,021	Executive Director	\$96,336	\$89,398	2023
Building Equity Aspiration Resilience	CA	\$378,984	President Ceo	\$104,000	\$83,311	2023
Adult Learning Center	SC	\$394,287	Director	\$100,455	\$91,998	2025
Freedom Center For	DE	\$394,810	Executive Di	\$53,200	\$46,939	2024
Murray Education Foundation	UT	\$394,832	Director	\$13,541	\$12,488	2024
Kingdom Classical Academy	PA	\$378,121	Head Of School & President	\$23,332	\$21,585	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stark Education Partnership Inc	OH	\$395,046	President	\$196,358	\$192,936	2023
Cumberland County Bar Association	PA	\$395,243	Executive Di	\$76,065	\$68,351	2024
Mcminnville Christian Academy	OR	\$377,691	Principal	\$15,900	\$13,698	2023
Aamva Region Ii Inc	VA	\$395,339	Director, Regions I & Ii	\$15,357	\$13,756	2023
Communities In Schools Of Candler Co Inc	GA	\$395,553	Director	\$36,575	\$32,284	2025
Women In Neuroscience	TX	\$376,881	Interim Executive Director	\$57,000	\$51,378	2024
Bethel Enrichment Center Incorporated	NC	\$376,665	Vice President	\$135	\$126	2024
Sunshine Academy Summer School	VA	\$396,640	President	\$20,000	\$17,915	2023
Plumfield Academy Inc	MA	\$374,824	President	\$43,304	\$36,100	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 443 organizations. Compensation range \$114–\$288,165; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$386,496); for reference, expenses \$435,212 and assets \$308,522.

ROLE MATCH	Sara Ricklefs, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	65 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	59 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 (Sara Ricklefs) 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 443 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,333 is reasonable (approximately the 65th 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.