

Southern Indiana Cooperative Weed

Executive Director / CEO

EIN 263327312

IN · NTEE C99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dana Risch, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Dana Risch — reported title “EXEC DIR BEG”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (C99).

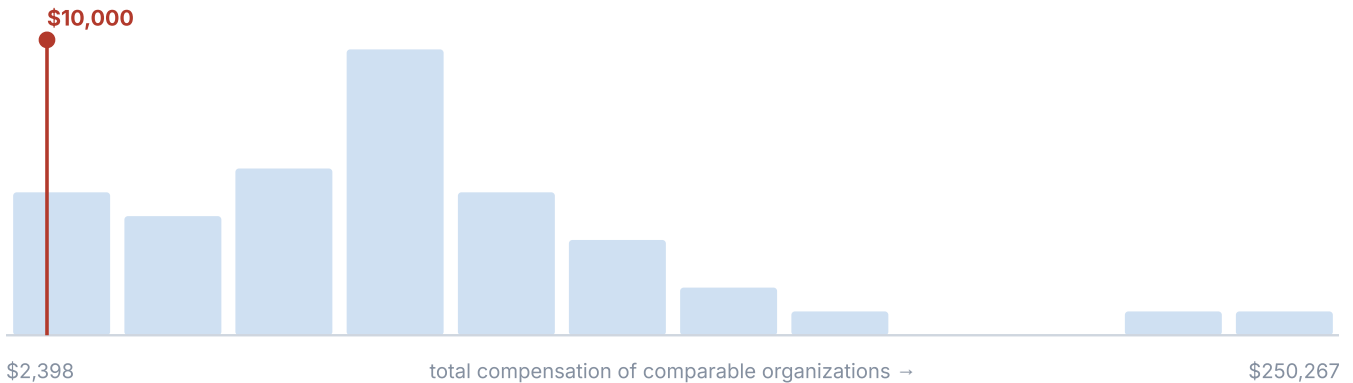
BUDGET Total revenue between \$299,534 and \$670,599 — 0.67x to 1.50x the subject's \$447,066 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C99), nationwide + budget 0.67–1.5x revenue.

45 organizations qualified on sector, size, and geography

→ **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,909	\$44,041	\$73,410	\$100,929	\$121,081	\$10,000
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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 IN 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
Green Chips	NV	\$445,125	Executive Direc	\$143,077	\$132,491	2025
Soulful Seeds	NV	\$449,332	Executive Director	\$75,000	\$71,289	2024
Truckee Trails Foundation Inc	CA	\$444,124	Executive Dir.	\$80,000	\$65,506	2024
Guardians Of Flushing Bay Inc	NY	\$457,704	Executive Dir.	\$86,205	\$73,867	2024
Timucuan Parks Foundation Inc	FL	\$429,807	Executive Di	\$2,692	\$2,398	2024
Protect The Adirondacks Inc	NY	\$427,840	Executive Di	\$117,273	\$100,489	2024
Northwest South Dakota Regional Landfill	SD	\$427,317	Manager	\$232,277	\$250,267	2023
The Freecycle Network	AZ	\$426,737	Executive Dir.	\$113,600	\$100,929	2025
Climate Justice Hive	CO	\$424,930	President	\$20,250	\$18,413	2024
Brooklyn Greenway Initiative	NY	\$421,517	Executive Director	\$145,144	\$128,044	2023
Clean Miami Beach Inc	FL	\$474,880	Chair	\$95,000	\$84,628	2024
Earth Guardians Inc	CO	\$410,445	Executive Director	\$47,297	\$44,276	2023
Friends Of Bedrock Gardens	NH	\$484,583	Executive Director	\$74,939	\$65,616	2024
Greening Projects	CA	\$508,047	Executive Director	\$124,000	\$98,918	2025
Seattle Reconomy	WA	\$384,298	Exec Director	\$43,057	\$36,555	2024
Discover Cayuga Lake Inc	NY	\$513,021	Executive Director	\$61,675	\$52,848	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
350 New Hampshire	NH	\$513,172	Co-executive Director	\$67,619	\$59,207	2024
The Little Forks Conservancy Inc	MI	\$379,505	Executive Dir.	\$108,087	\$105,792	2024
Youth For Environmental Sanity	CA	\$377,943	Community Learning & Partnership	\$12,000	\$9,826	2024
River Bend Nature Center Inc	WI	\$377,874	Executive Director	\$72,000	\$73,410	2023
Rangelands Regeneration	CA	\$517,055	President	\$12,000	\$9,826	2024
Nh Businesses For Social Responsibility	NH	\$376,890	Advocacy Director, Past Executive Director	\$60,899	\$51,948	2025
Triple Bottom Line Foundation	CO	\$376,878	President/secretary	\$30,000	\$27,278	2024
Truckee Dirt Union	CA	\$370,119	Employee	\$12,325	\$10,390	2023
The Mid-atlantic Chapter Of The Intl Society Of Ar	VA	\$369,824	Executive Director	\$71,395	\$67,300	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **45** organizations. Compensation range \$2,398–\$250,267; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$447,066); for reference, expenses \$509,117 and assets \$185,170.

ROLE MATCH	Dana Risch, reported title "EXEC DIR BEG", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers 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	7 th
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	7 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 (Dana Risch) 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 45 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 7th 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.