

Blue Ridge Discovery Center Inc

Executive Director / CEO

EIN 263378442

VA · NTEE C60

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Lisa Benish, Executive Director / CEO** (\$65,423) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Lisa Benish — 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 (C60).

BUDGET Total revenue between \$309,533 and \$692,985 — 0.67x to 1.50x the subject's \$461,990 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

96 organizations qualified on sector, size, and geography

→ **96** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$534

total compensation of comparable organizations →

\$897,555

\$20,285

\$44,132

\$71,523

\$92,301

\$121,605

\$65,423



● 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 VA 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
Tacoma Tree Foundation	WA	\$459,145	Executive Director	\$80,639	\$76,982	2023
Louisville Nature Center Inc	KY	\$458,209	Executive Director	\$78,440	\$87,281	2024
Womens Environmental Institute At Amador Hill	MN	\$457,413	Director Of Operations	\$6,900	\$7,061	2024
Boulder Outdoor Survival School	UT	\$468,884	Executive Dir.	\$54,998	\$58,298	2024
International Association For Near-death	NC	\$470,449	Executive Dir.	\$13,740	\$14,704	2024
Institute For Earth Education	WV	\$452,778	International Chair	\$7,200	\$8,313	2023
Sol Nation Inc	NC	\$471,247	Executive Director	\$103,833	\$111,116	2024
Vermont Farm And Forest	VT	\$476,706	Executive Director	\$66,354	\$69,170	2024
John Bunker Sands Wetland Center Inc	TX	\$481,271	Executive Dir.	\$64,126	\$68,397	2023
Learning Outside Inc	NC	\$484,982	Executive Di	\$70,355	\$75,290	2024
California Clean Energy Committee	CA	\$438,983	President	\$66,000	\$60,768	2023
Cool The Earth Inc	CA	\$436,919	Exec Dir/boa	\$55,000	\$49,187	2024
Eco-justice Center Inc	WI	\$436,056	Executive Director	\$58,700	\$63,492	2024
Earth Day New York Inc	NY	\$433,796	Executive Di	\$109,419	\$105,427	2023
Ecology In Classrooms And Outdoors	OR	\$432,173	Executive Director	\$93,836	\$92,917	2023
Seaworthy Foundation Inc	FL	\$431,973	Founder Ceo	\$80,000	\$77,836	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wsbz Farms	AR	\$429,747	Executive Dir.	\$53,550	\$64,183	2023
Greater Arkansas River Nature Assoc	CO	\$427,717	Executive Di	\$85,000	\$84,413	2024
Work On Climate	CA	\$499,810	Executive Director	\$27,963	\$25,008	2024
Cloud City Conservation Center	CO	\$424,000	Executive Di	\$77,650	\$79,392	2023
Tikkun Hayam-repair The Sea Inc	FL	\$501,076	Chief Executive Officer	\$150,000	\$145,942	2024
Crossroads At Big Creek Inc	WI	\$502,124	Executive Di	\$85,144	\$92,095	2024
Minnesota Soil Health Coalition	MN	\$502,268	Executive Dir.	\$131,733	\$134,812	2024
Ecologik Institute	CA	\$421,600	President	\$18,270	\$16,339	2024
350 Vermont Inc	VT	\$504,377	Co-director	\$55,276	\$59,324	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	96 organizations. Compensation range \$534–\$897,555; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$461,990); for reference, expenses \$410,364 and assets \$4,045,706.
ROLE MATCH	Lisa Benish, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this 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	44 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	43 rd

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 (Lisa Benish) 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 96 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,423 is reasonable (approximately the 44th 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.