

# Valley In Motion

Executive Director / CEO

This analysis benchmarks the total compensation of **Mr Gus Fahey, Executive Director / CEO** (\$89,675) 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 **90<sup>th</sup>** percentile of comparable organizations within the typical range

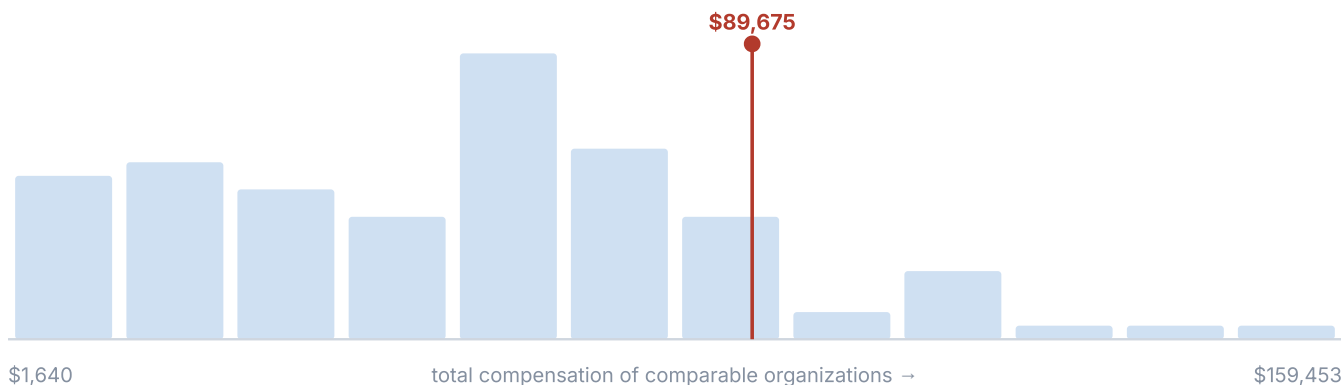
**Benchmarked executive:** Mr Gus Fahey — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$142,266 and \$318,507 — 0.67x to 1.50x the subject's \$212,338 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), 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



\$12,382	\$26,253	\$58,757	\$74,365	\$90,423	\$89,675
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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 PA 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
<a href="#">Philadelphia Community Farm Inc</a>	WI	\$212,883	President	\$4,548	<b>\$4,763</b>	2024
<a href="#">Indiana Land Protection Alliance</a>	IN	\$213,769	Executive Director	\$77,500	<b>\$84,376</b>	2023
<a href="#">I-20 Wildlife Preserve &amp; Jenna Welch</a>	TX	\$214,236	Executive Dir.	\$59,249	<b>\$61,187</b>	2023
<a href="#">Ocean Agency</a>	RI	\$209,769	President & Ceo	\$105,173	<b>\$101,128</b>	2024
<a href="#">Monterey Audubon Society</a>	CA	\$208,868	Executive Director	\$27,221	<b>\$22,963</b>	2025
<a href="#">Preserve Historic Sleeping Bear</a>	MI	\$216,955	Executive Director	\$32,000	<b>\$33,121</b>	2024
<a href="#">Friends Of Lake Elmo's</a>	MN	\$217,060	Board Member	\$2,013	<b>\$1,995</b>	2024
<a href="#">Netcorps</a>	OR	\$207,493	Executive Di	\$67,458	<b>\$62,819</b>	2024
<a href="#">Paddle Antrim</a>	MI	\$207,391	Executive Di	\$80,128	<b>\$82,935</b>	2024
<a href="#">The North Skunk River Greenbelt Association</a>	IA	\$207,310	Treasurer Executive Director	\$16,273	<b>\$18,395</b>	2023
<a href="#">Blue Mountains Forest Partners</a>	OR	\$206,916	Executive Dir.	\$77,700	<b>\$72,357</b>	2024
<a href="#">Wisconsin Bear Hunters Association Inc</a>	WI	\$206,383	President	\$6,000	<b>\$6,284</b>	2024
<a href="#">Coastal Shores Inc</a>	VA	\$205,828	President	\$42,769	<b>\$41,410</b>	2024
<a href="#">Restoring The Lake Depths</a>	NV	\$205,234	Executive Dir.	\$69,856	<b>\$70,216</b>	2024
<a href="#">The River Project</a>	CA	\$220,622	President	\$6,384	<b>\$5,692</b>	2023
<a href="#">Downwinders At Risk Education Fund</a>	TX	\$203,759	Executive Dir.	\$43,750	<b>\$43,885</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lake Heritage Parks Foundation Inc</a>	IN	\$221,458	Executive Director	\$11,495	<b>\$12,156</b>	2024
<a href="#">One Earth Conservation</a>	NY	\$202,605	Vice President & Secretary	\$22,982	<b>\$20,825</b>	2024
<a href="#">Overland Expo Foundation Incorporated</a>	IN	\$202,559	Executive Director	\$32,000	<b>\$33,839</b>	2024
<a href="#">Riverwood Nature Center Inc</a>	WI	\$223,054	President	\$18,862	<b>\$19,753</b>	2024
<a href="#">The New Nature Foundation</a>	PA	\$225,354	President	\$59,000	<b>\$59,000</b>	2024
<a href="#">Energy &amp; Conservation Law</a>	CO	\$225,726	Executive Dir.	\$132,385	<b>\$127,293</b>	2024
<a href="#">Ocean Fest Inc</a>	NC	\$195,966	Event Operations Manager	\$22,917	<b>\$24,446</b>	2023
<a href="#">Bull Run Mountains Conservancy Inc</a>	VA	\$228,778	Executive Director	\$127,013	<b>\$119,807</b>	2025
<a href="#">Fabien Cousteau Ocean Learning Center I</a>	NY	\$231,005	President/founder	\$92,223	<b>\$89,562</b>	2022

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 99 organizations. Compensation range \$1,640–\$159,453; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$212,338); for reference, expenses \$186,620 and assets \$199,830.

ROLE MATCH	Mr Gus Fahey, reported title " <i>PRESIDENT</i> ", 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	1 peer 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	66 <sup>th</sup>
All sources (D + E + F), adjusted	88 <sup>th</sup>

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 (Mr Gus Fahey) 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 99 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,675 is reasonable (approximately the 90<sup>th</sup> 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.