

Midwest Mitigation Oversight Association

Executive Director / CEO

EIN 264346872
 MO · NTEE C34
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Mark Greenway, Executive Director / CEO** (\$81,000) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

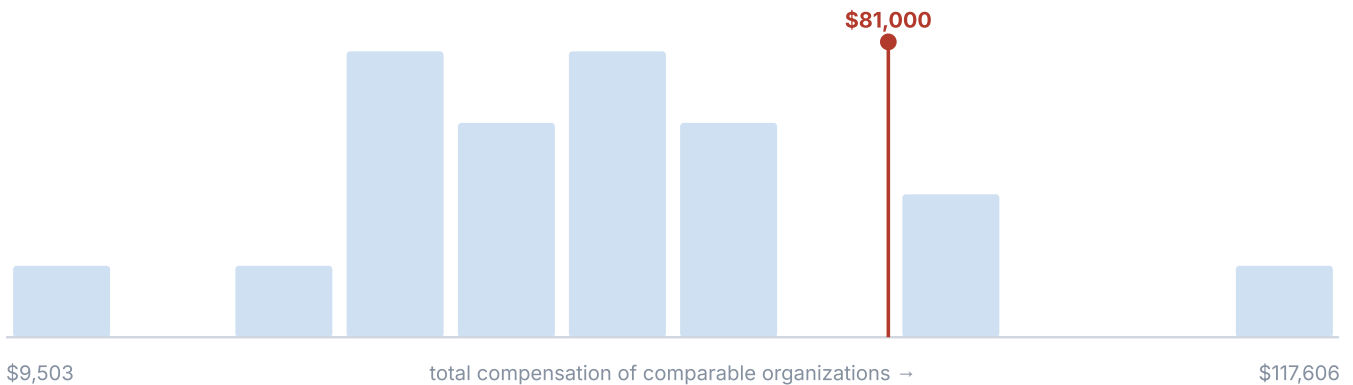
Benchmarked executive: Mark Greenway — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C34).
BUDGET	Total revenue between \$88,922 and \$199,080 — 0.67x to 1.50x the subject's \$132,720 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$38,493	\$43,630	\$55,737	\$66,574	\$87,229	\$81,000
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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 MO 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
Forever Maryland Inc	MD	\$132,026	Executive Director	\$82,488	\$68,899	2025
Central Savannah River Land Trust Inc	GA	\$136,548	Executive Director	\$48,000	\$44,261	2024
Land Trust Of Bucks County	PA	\$127,400	Executive Di	\$41,637	\$39,203	2023
Southeast Regional Land Conservancy	NC	\$138,702	Interim Exec	\$68,384	\$66,713	2023
Killbuck Watershed Land Trust	OH	\$117,722	Executive Director	\$40,000	\$40,000	2023
Patuxent Tidewater Land Tr	MD	\$115,193	Easement Manager	\$57,250	\$49,085	2024
Lake Bluff Open Lands Association	IL	\$114,225	Director, Volunteer & Natural Areas Coordinator	\$39,545	\$35,653	2024
Bear Trust International	CO	\$113,291	Executive Dir.	\$61,566	\$55,737	2023
Margaret & Luke Pettit Preserve Inc	GA	\$110,993	Executive Director	\$60,000	\$53,899	2025
The Wildwood Conservation Foundation	CA	\$101,327	Executive Dir.	\$12,000	\$9,503	2024
San Bernardino Mountains Land Trust	CA	\$164,664	Secretary	\$70,958	\$57,850	2023
Maine Mountain Collaborative	ME	\$166,384	Executive Director	\$94,500	\$86,779	2024
Whetstone Wood Trust Fund	MA	\$97,108	Trustee	\$52,178	\$42,999	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cherry Hills Land Preserve Inc	CO	\$173,076	Executive Director	\$58,333	\$52,810	2023
El Rio De Los Reyes En Reedley	CA	\$174,718	Executive Dir.	\$112,429	\$89,031	2024
Hiy Inc	PA	\$90,485	President - Ceo	\$132,000	\$117,606	2025
Mid-michigan Land Conservancy	MI	\$89,883	Executive Di	\$61,204	\$57,933	2024
Bangor Land Trust	ME	\$177,543	Executive Di	\$65,354	\$60,014	2024
Androscoggin Land Trust Inc	ME	\$196,823	Executive Director	\$72,345	\$66,434	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	19 organizations. Compensation range \$9,503–\$117,606; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$132,720); for reference, expenses \$99,754 and assets \$286,922.
ROLE MATCH	Mark Greenway, reported title "EXECUTIVE DIRECTOR", 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	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	84 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	79 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 (Mark Greenway) 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 19 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,000 is reasonable (approximately the 84th 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.