

Friends Of Arches&canyonlands Parks

Executive Director / CEO

EIN 273220176
 UT · NTEE C30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Stephen Evers, Executive Director / CEO** (\$69,823) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

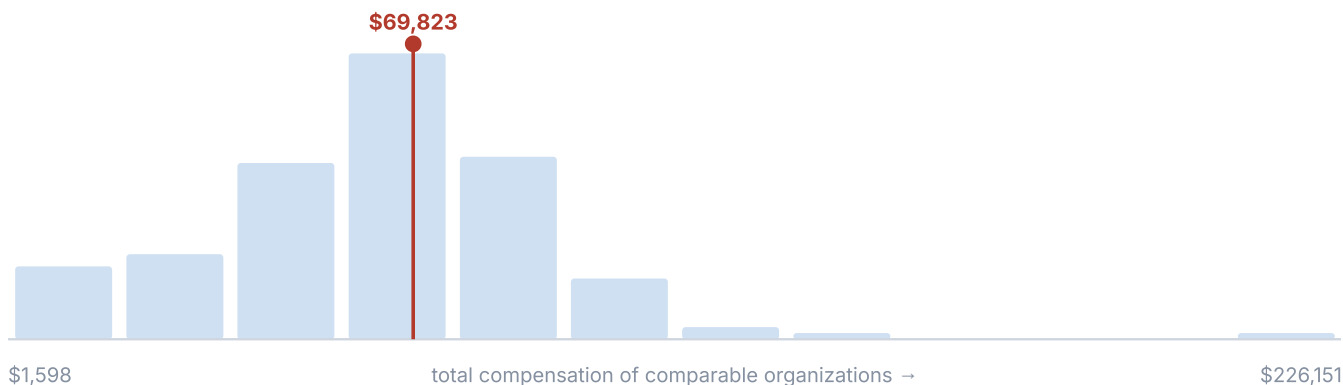
Benchmarked executive: Stephen Evers — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

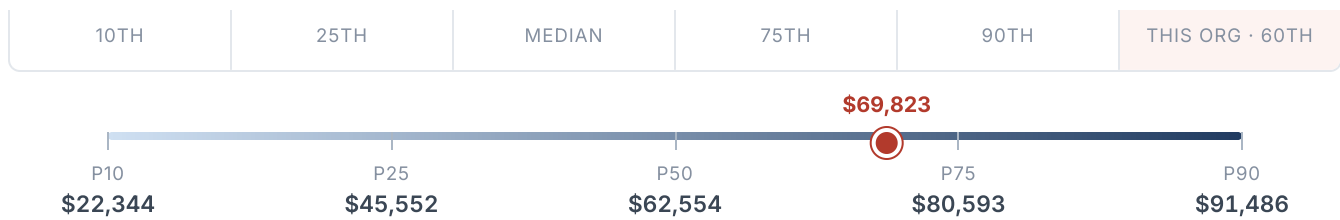
SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$232,479 and \$520,477 — 0.67x to 1.50x the subject's \$346,985 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

146 organizations qualified on sector, size, and geography → **146** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,344	\$45,552	\$62,554	\$80,593	\$91,486	\$69,823
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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 UT 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
Species Survival Network	MD	\$346,428	Executive Director	\$65,232	\$59,587	2024
The Go Green Initiative Association	CA	\$343,699	Founder And Ceo	\$85,000	\$71,714	2024
Healthy Flint Research Coordinating Cent	MI	\$343,199	Co-director	\$75,005	\$75,642	2024
Southwest Iowa Nature Trails	IA	\$352,427	Executive Di	\$18,920	\$20,241	2024
City Grazing	CA	\$353,251	Executive Director	\$11,721	\$9,889	2024
Calhoun County Resource Watch	TX	\$336,943	President	\$8,700	\$8,503	2024
Mahwah Environmental Volunteers	NJ	\$335,230	Executive Dir.	\$61,660	\$53,790	2024
Grow Native Massachusetts Inc	MA	\$359,550	Executive Di	\$111,000	\$97,458	2024
E Inc	MA	\$359,622	Executive Di	\$58,556	\$50,087	2025
Coalition For Susitna Dam Alternatives	AK	\$334,038	Executive Director 1/1/24-7/31/24	\$96,688	\$90,318	2024
Rendezvous Lands Conservancy	WY	\$334,011	Coo/cfo	\$20,104	\$20,492	2025
Vibe Tribe Adventures	CO	\$360,098	Ceo	\$57,791	\$55,743	2023
The Crest	OR	\$360,557	Executive Director	\$66,333	\$60,188	2024
Edenacres Environmental Education	OR	\$333,368	Executive Director	\$52,768	\$47,879	2024
Corkscrew Regional Ecosystem Watershed Land	FL	\$361,353	Executive Director	\$91,491	\$83,977	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
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Collective Oyster Recycling &	CT	\$332,167	Director	\$35,962	\$32,945	2024
Alaska Whale Foundation	AK	\$331,469	Executive Director	\$92,083	\$86,017	2024
Living Observatory Inc	MA	\$364,058	Director	\$42,388	\$37,217	2024
Friends Of The Delaware Canal Inc	PA	\$364,269	Executive Di	\$81,900	\$79,800	2024
Billings Trailnet	MT	\$364,583	Executive Director	\$75,323	\$81,675	2023
Alliance For The Wild Rockies Inc	MT	\$364,633	Executive Director/treasur	\$105,808	\$111,439	2024
Rivanna Conservation Alliance	VA	\$364,992	Executive Director	\$32,296	\$31,368	2023
Wildlife Ecology Institute	MT	\$327,259	Executive Dir.	\$100,039	\$105,363	2024
Eel River Recovery Project Inc	CA	\$368,368	Board Chair	\$78,325	\$68,035	2023
Oahu Agriculture And Conservation Assoc	HI	\$325,224	Executive Dir.	\$95,881	\$83,874	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 **146** organizations. Compensation range \$1,598–\$226,151; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$346,985); for reference, expenses \$466,284 and assets \$1,110,535.
ROLE MATCH	Stephen Evers, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	60 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	57 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 (Stephen Evers) 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 146 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,823 is reasonable (approximately the 60th 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.