

Environmental Pulse Institute

Executive Director / CEO

EIN 273782286
 VA · NTEE C05
 FY ending 2025-08-31
June 9, 2026

This analysis benchmarks the total compensation of **Ashbindu Singh, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **717** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

Benchmarked executive: Ashbindu Singh — 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 (C05).
BUDGET	Total revenue between \$202,340 and \$453,000 — 0.67x to 1.50x the subject's \$302,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

717 organizations qualified on sector, size, and geography → **717** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,443	\$39,573	\$64,816	\$89,075	\$116,664	\$50,000
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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 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
Tahoe Institute For Natural Science	NV	\$301,900	Executive Dir.	\$79,428	\$87,140	2023
Friends Of The White River Inc	IN	\$301,798	Executive Director	\$75,522	\$87,168	2023
Indigenous Conservation Council	VA	\$302,230	Executive Director	\$43,333	\$44,480	2024
Wilderness Louisville Inc	KY	\$302,359	Executive Director	\$91,749	\$104,791	2024
Ecological Citizen's Project Inc	NY	\$301,612	Co-director	\$74,360	\$73,543	2023
Vermont Green-up Inc	VT	\$302,409	Executive Di	\$104,230	\$114,823	2023
Bold Visions Conservation	MT	\$302,674	Executive Director	\$67,749	\$77,637	2024
Professional Training Association	WA	\$302,967	Executive Director	\$111,400	\$106,029	2024
Sustainable Hudson Valley Inc	NY	\$300,863	Executive Director	\$70,000	\$67,244	2024
African Hope Fund Inc	CA	\$300,697	Operations Manager	\$35,500	\$32,588	2024
Texas Land Trust Council	TX	\$300,632	Executive Director	\$141,477	\$154,894	2023
Portland Harbor Community Coalition	OR	\$300,429	Executive Director	\$45,224	\$45,966	2023
Grow Wild Inc	MT	\$300,418	Executive Director	\$104,805	\$120,101	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Orleans Land Restoration Corporation	NY	\$303,646	C.e.o./c.f.o.	\$23,698	\$22,765	2024
Devens Eco-efficiency Center Inc	MA	\$300,051	Executive Director	\$106,037	\$98,687	2025
The Resource Exchange	PA	\$303,956	Executive Director Ceo	\$47,168	\$50,005	2024
Vashon-maury Island Nature Center	WA	\$304,220	Science Dire	\$66,560	\$63,351	2024
South Bay Clean Creeks Coalition	CA	\$304,230	Exec. Director	\$104,058	\$93,061	2025
White River Partnership Inc	VT	\$299,632	Executive Director	\$65,126	\$71,745	2023
Ivy Creek Foundation Inc	VA	\$304,497	Executive Di	\$42,419	\$44,827	2023
Land Use Resource Center	CO	\$304,550	President	\$223,642	\$234,708	2023
E-tech International	NM	\$299,417	President/ex	\$27,950	\$31,959	2024
Agricultural Drainage Management Coalition Inc	IA	\$299,322	Executive Director	\$118,551	\$137,995	2024
Sugi Foundation	CA	\$299,320	Excfo	\$68,000	\$62,422	2024
Sunflower Star Laboratory	CA	\$299,106	Project Mgr.	\$26,085	\$23,945	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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	717 organizations. Compensation range \$324–\$468,570; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$302,000); for reference, expenses \$258,062 and assets \$252,977.
ROLE MATCH	Ashbindu Singh, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	35 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	32 nd

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 (Ashbindu Singh) 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 717 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 35th 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.