

# Jackson Hole Center For Global Affairs Inc

Executive Director / CEO

EIN 300075389  
 WY · NTEE C20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Nathan Wendt, Executive Director / CEO** (\$100,000) 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 **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

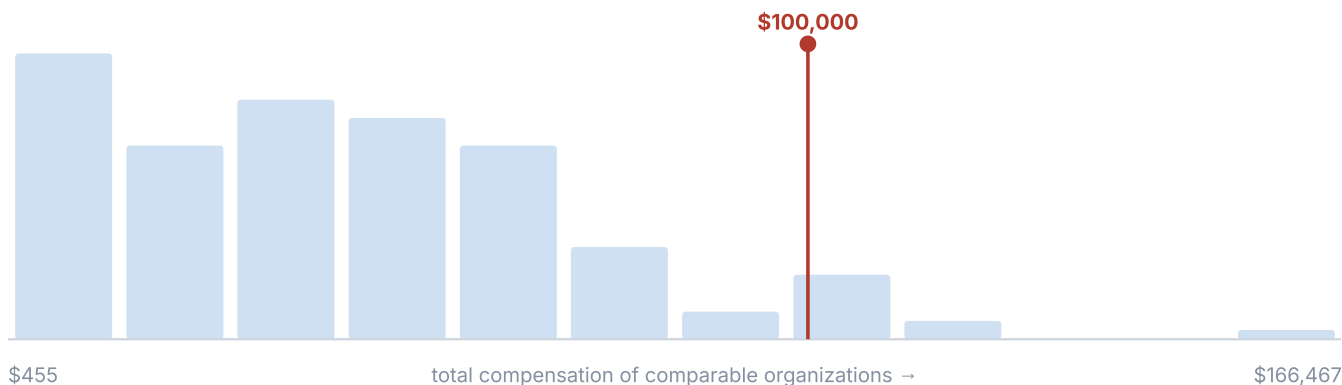
**Benchmarked executive:** Nathan Wendt — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C20).
BUDGET	Total revenue between \$76,650 and \$171,604 — 0.67x to 1.50x the subject's \$114,403 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), 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



\$6,861	\$18,297	\$39,928	\$59,005	\$79,860	<b>\$100,000</b>
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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 WY 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="#">Thrive Conservation</a>	CA	\$114,419	Director And Secretary	\$26,001	<b>\$20,365</b>	2024
<a href="#">Neighborhood Collaborative Community Gardens</a>	NJ	\$114,261	Executive Director-board Member	\$16,495	<b>\$13,359</b>	2024
<a href="#">Aquatic Restoration And Research Institute</a>	AK	\$114,568	President	\$65,200	<b>\$56,542</b>	2024
<a href="#">Lake Bluff Open Lands Association</a>	IL	\$114,225	Director, Volunteer & Natural Areas Coordinator	\$39,545	<b>\$35,264</b>	2024
<a href="#">Agassiz Audubon Society Inc</a>	MN	\$114,610	Director	\$1,125	<b>\$1,009</b>	2024
<a href="#">Drinking Water Research Foundation</a>	VA	\$114,884	Executive Director	\$108,962	<b>\$95,431</b>	2024
<a href="#">Poudre River Trail Corridor Inc</a>	CO	\$113,738	Executive Director	\$86,064	<b>\$74,856</b>	2024
<a href="#">Citizens For Balanced Use</a>	MT	\$113,663	Executive Director	\$30,000	<b>\$29,333</b>	2024
<a href="#">Patuxent Tidewater Land Tr</a>	MD	\$115,193	Easement Manager	\$57,250	<b>\$48,550</b>	2024
<a href="#">Sebasticook Regional Land Trust</a>	ME	\$115,436	Executive Director	\$41,680	<b>\$38,976</b>	2023
<a href="#">Bear Trust International</a>	CO	\$113,291	Executive Dir.	\$61,566	<b>\$55,130</b>	2023
<a href="#">Tellus Institute Inc</a>	MA	\$113,181	President	\$134,992	<b>\$110,033</b>	2024
<a href="#">Kern River Conservancy</a>	CA	\$113,172	President	\$51,440	<b>\$40,291</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Watershed Restoration Coalition For The</a>	MT	\$112,825	Secretary/bookkeeper	\$10,496	<b>\$10,566</b>	2023
<a href="#">Bronzeville Trail Task Force Inc</a>	IL	\$112,802	Founder	\$11,900	<b>\$10,612</b>	2024
<a href="#">Jose Wejebe-spanish Fly Memorial Foundation Inc</a>	FL	\$116,257	Executive Director	\$43,417	<b>\$38,090</b>	2023
<a href="#">Mission Resolve Foundation Inc</a>	FL	\$111,717	Treasurer	\$3,227	<b>\$2,831</b>	2023
<a href="#">Killbuck Watershed Land Trust</a>	OH	\$117,722	Executive Director	\$40,000	<b>\$39,564</b>	2023
<a href="#">Margaret &amp; Luke Pettit Preserve Inc</a>	GA	\$110,993	Executive Director	\$60,000	<b>\$53,312</b>	2025
<a href="#">Green Again Restoration</a>	MN	\$118,318	Executive Director	\$7,882	<b>\$7,273</b>	2023
<a href="#">River In Action</a>	CA	\$109,683	President	\$62,413	<b>\$47,626</b>	2025
<a href="#">Georgia Native Plant Society</a>	GA	\$108,382	Executive Director	\$43,750	<b>\$41,081</b>	2023
<a href="#">California Greenworks Inc</a>	CA	\$120,903	President	\$58,208	<b>\$46,939</b>	2023
<a href="#">Alaska Wilderness League Action</a>	DC	\$107,007	Executive Director	\$34,563	<b>\$27,511</b>	2024
<a href="#">Murrysville Area Watershed Association</a>	PA	\$107,000	Director	\$15,700	<b>\$14,202</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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	146 organizations. Compensation range \$455–\$166,467; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$114,403); for reference, expenses \$244,412 and assets \$164,865. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Nathan Wendt, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	90 <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 (Nathan Wendt) 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 major group (C), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 94<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data ([apps.irs.gov](https://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.