

Lake Heritage Parks Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Chris Landgrave, Executive Director / CEO** (\$11,495) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Chris Landgrave — 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 (C30).

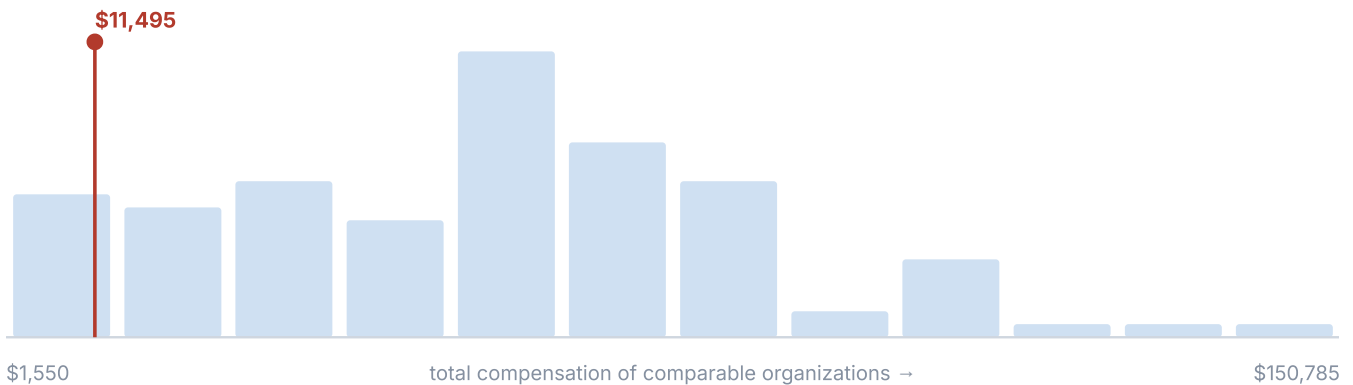
BUDGET Total revenue between \$148,376 and \$332,187 — 0.67x to 1.50x the subject's \$221,458 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

102 organizations qualified on sector, size, and geography

→ **102** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,099	\$31,544	\$56,789	\$73,364	\$88,368	\$11,495
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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 IN 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
The River Project	CA	\$220,622	President	\$6,384	\$5,382	2023
Riverwood Nature Center Inc	WI	\$223,054	President	\$18,862	\$18,680	2024
The New Nature Foundation	PA	\$225,354	President	\$59,000	\$55,793	2024
Energy & Conservation Law	CO	\$225,726	Executive Dir.	\$132,385	\$120,374	2024
Friends Of Lake Elmo's	MN	\$217,060	Board Member	\$2,013	\$1,886	2024
Preserve Historic Sleeping Bear	MI	\$216,955	Executive Director	\$32,000	\$31,321	2024
I-20 Wildlife Preserve & Jenna Welch	TX	\$214,236	Executive Dir.	\$59,249	\$57,861	2023
Bull Run Mountains Conservancy Inc	VA	\$228,778	Executive Director	\$127,013	\$113,294	2025
Indiana Land Protection Alliance	IN	\$213,769	Executive Director	\$77,500	\$79,789	2023
Philadelphia Community Farm Inc	WI	\$212,883	President	\$4,548	\$4,504	2024
Valley In Motion	PA	\$212,338	President	\$89,675	\$84,800	2024
Fabien Cousteau Ocean Learning Center I	NY	\$231,005	President/founder	\$92,223	\$84,694	2022
Passivhausmaine	ME	\$231,619	Executive Director	\$72,995	\$71,359	2023
Ocean Agency	RI	\$209,769	President & Ceo	\$105,173	\$95,631	2024
Communitopia	PA	\$233,566	Executive Dir.	\$60,853	\$57,545	2024
Monterey Audubon Society	CA	\$208,868	Executive Director	\$27,221	\$21,714	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Netcorps	OR	\$207,493	Executive Di	\$67,458	\$59,404	2024
Paddle Antrim	MI	\$207,391	Executive Di	\$80,128	\$78,427	2024
The North Skunk River Greenbelt Association	IA	\$207,310	Treasurer Executive Director	\$16,273	\$17,395	2023
Blue Mountains Forest Partners	OR	\$206,916	Executive Dir.	\$77,700	\$68,423	2024
Wisconsin Bear Hunters Association Inc	WI	\$206,383	President	\$6,000	\$5,942	2024
Coastal Shores Inc	VA	\$205,828	President	\$42,769	\$39,159	2024
Restoring The Lake Depths	NV	\$205,234	Executive Dir.	\$69,856	\$66,399	2024
Downwinders At Risk Education Fund	TX	\$203,759	Executive Dir.	\$43,750	\$41,499	2024
Green Mountain Conservation Group	NH	\$239,655	Executive Director	\$71,725	\$64,657	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 102 organizations. Compensation range \$1,550–\$150,785; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$221,458); for reference, expenses \$488,587 and assets \$3,489,427. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Chris Landgrave, 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	9 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	9 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 (Chris Landgrave) 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 102 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,495 is reasonable (approximately the 9th 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.