

# Derivera Park Trust

Executive Director / CEO

EIN 341435143  
OH · NTEE N32Z  
FY ending 2024-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Jon Galvin, Executive Director / CEO** (\$37,025) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Jon Galvin — reported title “ADMINISTRATO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

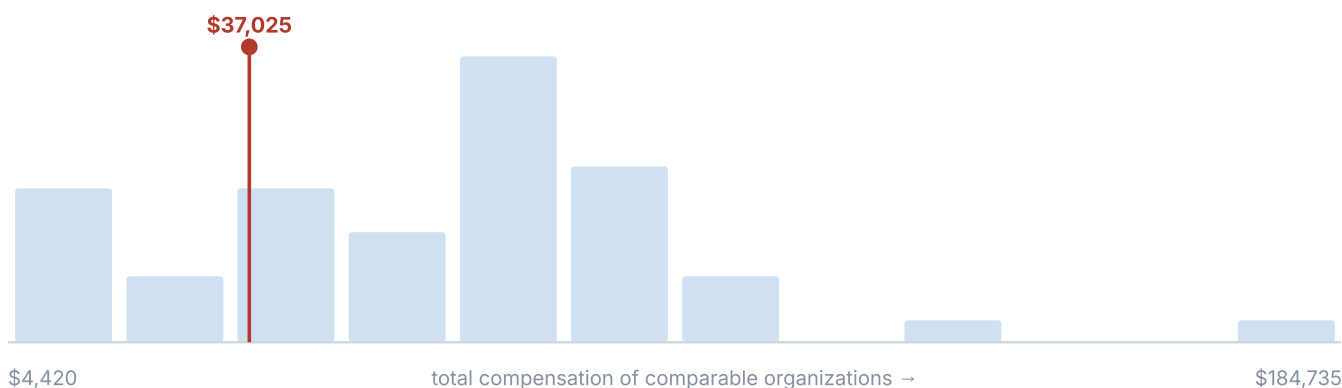
**SECTOR** Organizations sharing the subject's NTEE classification (N32Z).

**BUDGET** Total revenue between \$293,425 and \$656,922 — 0.67x to 1.50x the subject's \$437,948 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N32), nationwide + budget 0.67–1.5x revenue.

**48** organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,350

\$39,059

\$65,987

\$80,366

\$91,535

\$37,025



## ■ 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 OH 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="#">Monongahela River Trails Conservancy Limited</a>	WV	\$436,815	Executive Director	\$47,500	<b>\$48,558</b>	2024
<a href="#">Friends Of Hamilton County Parks Inc</a>	IN	\$440,844	Executive Dir.	\$70,000	<b>\$71,755</b>	2023
<a href="#">Salem Riverfront Carousel</a>	OR	\$443,872	Executive Dir.	\$92,300	<b>\$80,928</b>	2024
<a href="#">Fort Wayne Trails Inc</a>	IN	\$427,799	Former Exec	\$77,218	<b>\$76,883</b>	2024
<a href="#">National Parks Of Lake Superior Foundation</a>	MN	\$423,277	Executive Director	\$87,600	<b>\$81,724</b>	2024
<a href="#">Wildrock Inc</a>	VA	\$458,479	Executive Di	\$72,693	<b>\$66,268</b>	2024
<a href="#">Wood River Trails Coalition Inc</a>	ID	\$460,102	Executive Director	\$81,502	<b>\$84,276</b>	2023
<a href="#">Downtown Providence Parks Network</a>	RI	\$464,437	Executive Di	\$16,808	<b>\$15,217</b>	2024
<a href="#">Winooski Valley Park District</a>	VT	\$465,557	Executive Director	\$86,383	<b>\$84,516</b>	2023
<a href="#">Ranson Parks And Recreation Commission Inc</a>	WV	\$408,753	Executive Director	\$23,841	<b>\$25,092</b>	2023
<a href="#">Clark Park Coalition</a>	MI	\$408,303	Executive Di	\$55,000	<b>\$55,182</b>	2023
<a href="#">Trails 2000 Inc</a>	CO	\$398,572	Executive Director	\$81,334	<b>\$73,634</b>	2024
<a href="#">Mt Ascutney Outdoors Inc</a>	VT	\$395,041	Executive Dir.	\$40,000	<b>\$38,012</b>	2024
<a href="#">Play Groundnyc Inc</a>	NY	\$482,496	Interim Ed	\$82,158	<b>\$70,094</b>	2024
<a href="#">Woodlands Conservancy</a>	LA	\$391,920	Executive Director	\$68,000	<b>\$70,695</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ogden Dunes Home Association</a>	IN	\$389,620	Treasurer	\$4,439	<b>\$4,420</b>	2024
<a href="#">Finger Lakes Trail Conference Inc</a>	NY	\$388,351	Executive Director	\$48,333	<b>\$41,236</b>	2024
<a href="#">Harlem Valley Rail Trail Associatio</a>	NY	\$385,167	Executive Di	\$48,750	<b>\$42,820</b>	2023
<a href="#">Friends Of The Front Range Wildlife</a>	CO	\$493,884	Executive Di	\$55,110	<b>\$49,892</b>	2024
<a href="#">Idaho Trails Association</a>	ID	\$373,154	Executive Director	\$68,992	<b>\$69,294</b>	2024
<a href="#">Mead Botanical Garden Inc</a>	FL	\$505,171	Executive Di	\$73,377	<b>\$67,004</b>	2023
<a href="#">Brec Foundation</a>	LA	\$363,185	Executive Director	\$177,692	<b>\$184,735</b>	2024
<a href="#">Enid Sports Association</a>	OK	\$362,098	Executive Director	\$86,539	<b>\$89,969</b>	2024
<a href="#">United Parks As One</a>	NJ	\$352,284	Treasurer	\$5,600	<b>\$4,721</b>	2024
<a href="#">Friends Of International Friendship Park</a>	CA	\$350,167	Executive Dir.	\$36,000	<b>\$29,350</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 48 organizations. Compensation range \$4,420–\$184,735; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$437,948); for reference, expenses \$302,147 and assets \$3,083,860.

**ROLE MATCH** Jon Galvin, reported title "ADMINISTRATO", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 2 peers 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	21 <sup>st</sup>
All sources (D + E + F), adjusted	17 <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 (Jon Galvin) 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 48 similarly situated organizations (Same NTEE sector (N32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,025 is reasonable (approximately the 21<sup>st</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); 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.