

Foundation For Geauga Parks

Executive Director / CEO

EIN 341677366
OH · NTEE C113
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Christine Davidson, Executive Director / CEO** (\$45,904) against **every comparable organization** that fit the selection criteria — **327** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Christine Davidson — 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 (C113).
BUDGET	Total revenue between \$109,953 and \$246,165 — 0.67x to 1.50x the subject's \$164,110 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

327 organizations qualified on sector, size, and geography → **327** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,037	\$23,007	\$43,507	\$63,748	\$85,529	\$45,904
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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 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
Upstream Watch	ME	\$163,974	Executive Director	\$63,000	\$57,853	2024
San Bernardino Mountains Land Trust	CA	\$164,664	Secretary	\$70,958	\$57,850	2023
Westlake Aquatic Center Inc	MO	\$161,905	Staff	\$7,457	\$7,243	2024
Maine Mountain Collaborative	ME	\$166,384	Executive Director	\$94,500	\$86,779	2024
Echoes Of Nature Inc	MD	\$166,672	Board Member	\$13,035	\$11,176	2024
Uc Green Inc	PA	\$160,945	Executive Di	\$70,309	\$62,642	2025
Cape Coral Remade Inc	FL	\$167,283	Board Secretary	\$1,041	\$897	2024
The Paul F Brandwein Institute Inc	NY	\$167,550	President	\$40,000	\$33,147	2024
The Urban Wildlands Group Inc	CA	\$159,953	President	\$45,300	\$36,932	2023
American Daffodil Society	IN	\$159,863	Executive Direc	\$15,000	\$14,507	2024
Pennsylvania Lake Management Society	PA	\$168,728	Executive Director	\$54,815	\$50,129	2024
Brodheads Watershed Corporation	PA	\$159,342	Executive Director (Until 10/2023)	\$53,190	\$50,080	2023
Social Compassion	CA	\$169,226	President, Founder, Ceo	\$135,000	\$106,905	2024
Citizens Coal Council	PA	\$158,904	Executive Di	\$68,000	\$64,025	2023
Integrated Vegetation Management Partners Inc	DE	\$158,016	President	\$133,800	\$123,694	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nansemond River Preservation Alliance	VA	\$157,999	Presidentceo	\$79,500	\$70,394	2024
Missouri Parks Association	MO	\$170,375	Executive Di	\$51,200	\$51,200	2023
Coastal Resources Group Inc	FL	\$157,240	Past Pres/treas/director	\$70,728	\$62,733	2023
Valley View Foundation	OH	\$171,060	Executive Director	\$68,533	\$66,567	2024
Foundation For Ohio River Education	OH	\$157,120	Secretary	\$28,400	\$28,400	2023
Ohio Forestry Association Foundation Inc	OH	\$171,122	Executive Director	\$2,550	\$2,550	2023
New Jersey Arborists Chapter	NJ	\$157,064	Executive Director	\$125,375	\$102,656	2024
Recycle Livingston Inc	MI	\$171,560	Director	\$45,515	\$43,083	2024
Yew Mountain Center	WV	\$171,890	Executive Director	\$30,003	\$29,791	2024
Conservation Technology Accelerator Inc	CA	\$156,240	President	\$13,499	\$10,690	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 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 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.

Sample, role match & sensitivity

PEER COUNT 327 organizations. Compensation range \$460–\$378,697; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$164,110); for reference, expenses \$208,475 and assets \$938,575.

ROLE MATCH	Christine Davidson, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	53 rd
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	50 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 (Christine Davidson) 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 327 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,904 is reasonable (approximately the 53rd 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.