

# Izaak Walton League Of America Inc

Executive Director / CEO

EIN 351036044

IN · NTEE D30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Deb Johnson, Executive Director / CEO** (\$17,935) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Deb Johnson — reported title "RECORDING SE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

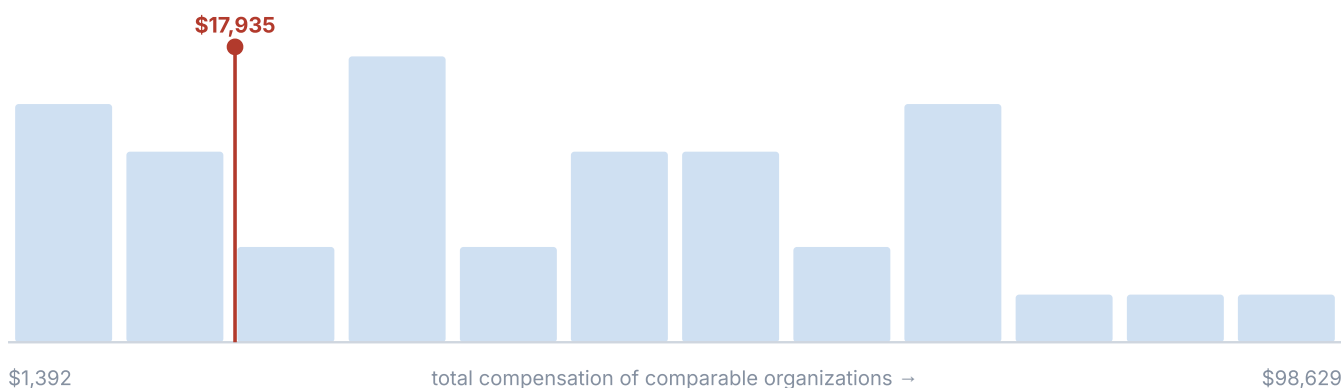
**SECTOR** Organizations sharing the subject's NTEE classification (D30).

**BUDGET** Total revenue between \$164,291 and \$367,816 — 0.67x to 1.50x the subject's \$245,211 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (D30), nationwide + budget 0.67–1.5x revenue.

**37** organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,867	\$18,637	\$40,195	\$59,472	\$72,347	\$17,935
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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
<a href="#">Lowcountry Marine Mammal Network</a>	SC	\$243,982	President	\$60,000	<b>\$56,167</b>	2025
<a href="#">Keeper Of The Wild Wildlife Re</a>	SC	\$254,651	Center Mgr	\$25,988	<b>\$25,709</b>	2023
<a href="#">North Dakota Wildlife Federation</a>	ND	\$231,568	Executive Director	\$70,467	<b>\$71,226</b>	2024
<a href="#">Msrw</a>	MI	\$231,175	Executive Director	\$33,020	<b>\$32,319</b>	2023
<a href="#">Amargosa Land Trust</a>	CA	\$230,137	Executive Director	\$83,615	<b>\$68,466</b>	2023
<a href="#">Arctic Fox Daily Wildlife Rescue Inc</a>	NY	\$230,049	President	\$13,500	<b>\$11,236</b>	2024
<a href="#">Harmony Wildlife Rehabilitation</a>	TN	\$229,761	President	\$6,056	<b>\$5,863</b>	2024
<a href="#">Beavers Northwest</a>	WA	\$264,826	Executive Director	\$65,006	<b>\$55,189</b>	2023
<a href="#">Illinois Raptor Center</a>	IL	\$223,801	Program Dir	\$43,116	<b>\$40,195</b>	2023
<a href="#">Cougar Fund Inc</a>	WY	\$269,890	Managing Director	\$100,000	<b>\$98,629</b>	2024
<a href="#">Mountain Top Wildlife</a>	WA	\$220,300	President	\$22,600	<b>\$18,637</b>	2024
<a href="#">Wildlife Restoration Foundation</a>	VA	\$219,834	President And Board Member	\$41,760	<b>\$37,138</b>	2024
<a href="#">Last Chance Forever</a>	TX	\$271,565	Director	\$30,004	<b>\$27,644</b>	2024
<a href="#">Foundation For North American Wild</a>	MT	\$215,222	Executive Di	\$25,002	<b>\$25,556</b>	2023
<a href="#">Merritt Island Wildlife</a>	FL	\$214,153	Executive Di	\$1,609	<b>\$1,392</b>	2024
<a href="#">South Carolina Wildlife Partnership</a>	SC	\$210,253	Executive Director	\$85,116	<b>\$84,203</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Global Conservation Force Inc</a>	CA	\$280,841	President	\$54,731	<b>\$43,530</b>	2024
<a href="#">Minnesota Conservation Officers Association</a>	MN	\$208,894	President	\$18,605	<b>\$16,932</b>	2024
<a href="#">Marine Education Research And Rehab</a>	DE	\$205,183	Executive Di	\$84,000	<b>\$75,756</b>	2024
<a href="#">Animal Education And Rescue Nfp</a>	IL	\$286,406	President	\$53,879	<b>\$48,788</b>	2024
<a href="#">Lois E Womer Foundation</a>	NJ	\$290,730	Co-trustee	\$6,893	<b>\$5,668</b>	2024
<a href="#">Saving Our Sharks Foundation Inc</a>	PA	\$197,171	Treasurer - Former	\$13,500	<b>\$12,400</b>	2024
<a href="#">Orang Utan Republik Foundation Inc</a>	CA	\$295,262	President	\$12,000	<b>\$9,544</b>	2024
<a href="#">Open Door Bird Sanctuary</a>	WI	\$295,913	Executive Director	\$53,228	<b>\$51,201</b>	2024
<a href="#">Southeast Alaska Indiginous Transboundary Commissi</a>	AK	\$193,997	Director	\$50,717	<b>\$45,979</b>	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 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 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 37 organizations. Compensation range \$1,392–\$98,629; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$245,211); for reference, expenses \$283,775 and assets \$773,946.

**ROLE MATCH** Deb Johnson, reported title "RECORDING SE", 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 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	22 <sup>nd</sup>
Reportable pay only (column D), adjusted	24 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (Deb Johnson) 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 37 similarly situated organizations (Same NTEE sector (D30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,935 is reasonable (approximately the 24<sup>th</sup> 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.