

Indiana Land Protection Alliance

Executive Director / CEO

EIN 352065591
 IN · NTEE C30
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Andrea Huntington, Executive Director / CEO** (\$77,500) against **every comparable organization** that fit the selection criteria — **100** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

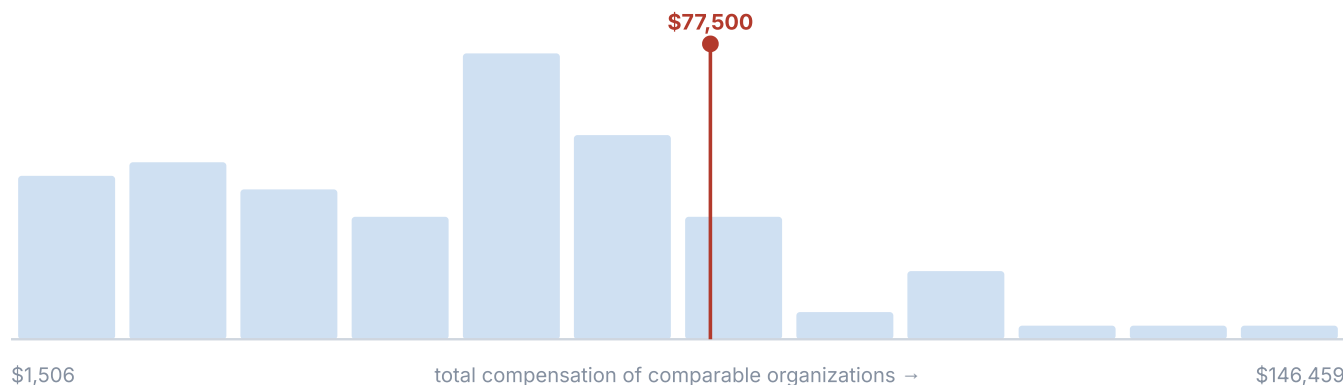
Benchmarked executive: Andrea Huntington — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

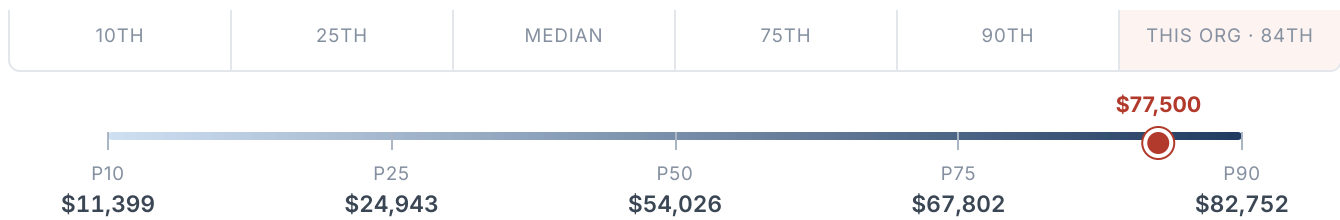
SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$143,225 and \$320,653 — 0.67x to 1.50x the subject's \$213,769 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

100 organizations qualified on sector, size, and geography → **100** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,399	\$24,943	\$54,026	\$67,802	\$82,752	\$77,500
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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
I-20 Wildlife Preserve & Jenna Welch	TX	\$214,236	Executive Dir.	\$59,249	\$56,201	2023
Philadelphia Community Farm Inc	WI	\$212,883	President	\$4,548	\$4,375	2024
Valley In Motion	PA	\$212,338	President	\$89,675	\$82,367	2024
Preserve Historic Sleeping Bear	MI	\$216,955	Executive Director	\$32,000	\$30,422	2024
Friends Of Lake Elmo's	MN	\$217,060	Board Member	\$2,013	\$1,832	2024
Ocean Agency	RI	\$209,769	President & Ceo	\$105,173	\$92,887	2024
Monterey Audubon Society	CA	\$208,868	Executive Director	\$27,221	\$21,092	2025
Netcorps	OR	\$207,493	Executive Di	\$67,458	\$57,700	2024
Paddle Antrim	MI	\$207,391	Executive Di	\$80,128	\$76,177	2024
The North Skunk River Greenbelt Association	IA	\$207,310	Treasurer Executive Director	\$16,273	\$16,896	2023
Blue Mountains Forest Partners	OR	\$206,916	Executive Dir.	\$77,700	\$66,461	2024
The River Project	CA	\$220,622	President	\$6,384	\$5,227	2023
Wisconsin Bear Hunters Association Inc	WI	\$206,383	President	\$6,000	\$5,772	2024
Lake Heritage Parks Foundation Inc	IN	\$221,458	Executive Director	\$11,495	\$11,165	2024
Coastal Shores Inc	VA	\$205,828	President	\$42,769	\$38,035	2024
Restoring The Lake Depths	NV	\$205,234	Executive Dir.	\$69,856	\$64,494	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Riverwood Nature Center Inc	WI	\$223,054	President	\$18,862	\$18,144	2024
Downwinders At Risk Education Fund	TX	\$203,759	Executive Dir.	\$43,750	\$40,309	2024
One Earth Conservation	NY	\$202,605	Vice President & Secretary	\$22,982	\$19,128	2024
Overland Expo Foundation Incorporated	IN	\$202,559	Executive Director	\$32,000	\$31,082	2024
The New Nature Foundation	PA	\$225,354	President	\$59,000	\$54,192	2024
Energy & Conservation Law	CO	\$225,726	Executive Dir.	\$132,385	\$116,920	2024
Bull Run Mountains Conservancy Inc	VA	\$228,778	Executive Director	\$127,013	\$110,044	2025
Fabien Cousteau Ocean Learning Center I	NY	\$231,005	President/founder	\$92,223	\$82,264	2022
Ocean Fest Inc	NC	\$195,966	Event Operations Manager	\$22,917	\$22,454	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.

■ Sample, role match & sensitivity

PEER COUNT **100** organizations. Compensation range \$1,506–\$146,459; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$213,769); for reference, expenses \$223,429 and assets \$183,709.

ROLE MATCH	Andrea Huntington, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	84 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	82 nd

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 (Andrea Huntington) 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 100 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,500 is reasonable (approximately the 84th 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.