

# Buffalo Field Campaign Inc

Executive Director / CEO

EIN 363964401  
 MT · NTEE C30Z  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Justine Sanchez, Executive Director / CEO** (\$7,789) against **every comparable organization** that fit the selection criteria — **153** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 1<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

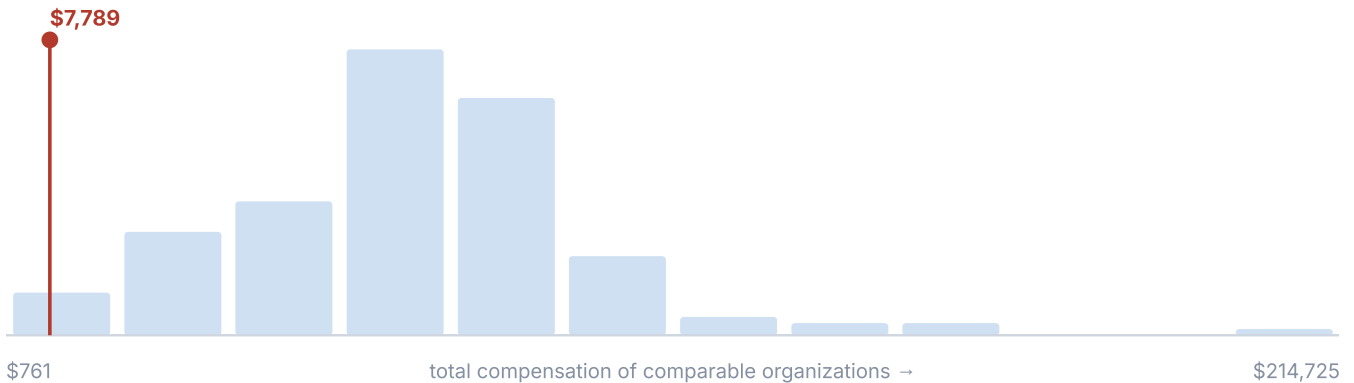
**Benchmarked executive:** Justine Sanchez — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30Z).
BUDGET	Total revenue between \$315,611 and \$706,593 — 0.67x to 1.50x the subject's \$471,062 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

**153** organizations qualified on sector, size, and geography → **153** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,340	\$48,902	\$66,295	\$80,717	\$99,348	<b>\$7,789</b>
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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 MT 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="#">Wild Salmon Rivers</a>	WA	\$469,104	Executive Director/secretary	\$56,250	<b>\$48,099</b>	2023
<a href="#">Bay Journal Media Inc</a>	MD	\$474,628	Executive Director	\$50,000	<b>\$43,365</b>	2024
<a href="#">The National Loon Center Foundation Inc</a>	MN	\$466,947	Executive Director	\$149,043	<b>\$136,623</b>	2024
<a href="#">Sustainable Finger Lakes Inc</a>	NY	\$466,274	President	\$72,800	<b>\$61,028</b>	2024
<a href="#">Buena Vista Audubon Society</a>	CA	\$482,988	Executive Dir.	\$95,729	<b>\$74,708</b>	2025
<a href="#">Native American Environmental</a>	CA	\$458,322	Executive Dir.	\$69,450	<b>\$55,634</b>	2024
<a href="#">Graylag Nature Preserve Inc</a>	NH	\$456,956	Executive Director	\$84,165	<b>\$72,096</b>	2024
<a href="#">Blue Heron Nature Preserve Inc</a>	GA	\$455,759	Executive Dir.	\$21,745	<b>\$20,283</b>	2024
<a href="#">St Bartholomew's Conservancy Inc</a>	NY	\$454,826	Executive Director	\$127,870	<b>\$110,358</b>	2023
<a href="#">Keep The Tennessee River Beautiful</a>	TN	\$453,131	Custodian Of	\$69,282	<b>\$67,559</b>	2024
<a href="#">Community Partnerships</a>	PA	\$489,423	Executive Director	\$82,198	<b>\$76,044</b>	2024
<a href="#">Mid John Day Watershed Council</a>	OR	\$450,522	Executive Director	\$63,008	<b>\$55,885</b>	2023
<a href="#">Balsam Mountain Trust</a>	NC	\$449,949	Executive Director	\$102,083	<b>\$100,742</b>	2023
<a href="#">Wildlife Leadership Academy</a>	PA	\$449,846	Executive Director	\$65,339	<b>\$62,232</b>	2023
<a href="#">Partners For Conservation Inc</a>	CO	\$447,284	Executive Di	\$117,375	<b>\$104,411</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Martha's Vineyard Fishermen's</a>	MA	\$496,956	Executive Di	\$81,731	<b>\$70,147</b>	2023
<a href="#">Uhiwai O Haleakala</a>	HI	\$443,476	Executive Di	\$102,373	<b>\$85,028</b>	2024
<a href="#">Rescape California</a>	CA	\$499,139	Executive Dir.	\$96,760	<b>\$77,511</b>	2024
<a href="#">Royal African Foundation</a>	UT	\$441,715	President	\$23,328	<b>\$22,149</b>	2024
<a href="#">Lake Katherine Nature Center And Botanic</a>	IL	\$440,469	Operations Manager	\$90,177	<b>\$84,674</b>	2023
<a href="#">Department Of Bioregion</a>	WA	\$439,391	Executive Director	\$49,042	<b>\$40,733</b>	2024
<a href="#">North Olympic Peninsula Resource</a>	WA	\$503,896	Executive Director	\$104,612	<b>\$86,888</b>	2024
<a href="#">Ruffed Grouse Society Group Return</a>	PA	\$504,247	President And Ceo	\$29,123	<b>\$27,738</b>	2023
<a href="#">Waterkeepers Chesapeake Inc</a>	MD	\$437,762	Executive Director	\$69,300	<b>\$60,104</b>	2024
<a href="#">Climate Advocates Voces Unidas</a>	TX	\$437,100	Outgoing Exe	\$136,379	<b>\$123,296</b>	2025

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

## ● Sample, role match & sensitivity

**PEER COUNT** 153 organizations. Compensation range \$761–\$214,725; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$471,062); for reference, expenses \$409,285 and assets \$794,313.

ROLE MATCH	Justine Sanchez, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	1 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	1 <sup>st</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 (Justine Sanchez) 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 10, 2026, comparing compensation against 153 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,789 is reasonable (approximately the 1<sup>st</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 10, 2026.