

# Abundant Earth Foundation

Executive Director / CEO

EIN 364631367  
 CA · NTEE C032  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Hannah Eckberg, Executive Director / CEO** (\$29,000) against **every comparable organization** that fit the selection criteria — **752** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Hannah Eckberg — reported title “DIRECTOR/PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C032).
BUDGET	Total revenue between \$257,956 and \$577,513 — 0.67x to 1.50x the subject's \$385,009 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**752** organizations qualified on sector, size, and geography → **752** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$24,139	\$51,436	\$77,955	\$103,082	\$127,975	\$29,000
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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 CA 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="#">Ocean Futures Society Inc</a>	CA	\$384,635	President	\$81,210	<b>\$81,210</b>	2023
<a href="#">Seattle Reconomy</a>	WA	\$384,298	Exec Director	\$43,057	<b>\$43,362</b>	2024
<a href="#">Otsego County Conservation</a>	NY	\$383,328	Executive Dir.	\$69,904	<b>\$71,053</b>	2024
<a href="#">Blessed Earth Inc</a>	KY	\$382,900	President	\$191,959	<b>\$231,983</b>	2024
<a href="#">Science &amp; Environmental Council Of</a>	FL	\$387,494	Executive Director	\$24,000	<b>\$26,110</b>	2023
<a href="#">Idaho Organization Of Resource Coun</a>	ID	\$387,683	Exec Director	\$66,838	<b>\$82,341</b>	2023
<a href="#">The Herb Society Of America Inc</a>	OH	\$388,031	Executive Director	\$65,109	<b>\$77,570</b>	2024
<a href="#">Strawberry Hill Foundation Inc</a>	PA	\$380,658	Executive Di	\$71,500	<b>\$80,205</b>	2024
<a href="#">Colorado Association For Recycling Inc</a>	CO	\$380,488	Executive Director	\$106,430	<b>\$114,795</b>	2024
<a href="#">Carolina Recycling Association</a>	SC	\$389,773	Executive Di	\$73,079	<b>\$85,757</b>	2024
<a href="#">Mt Mountain Mamas</a>	MT	\$389,821	Executive Dir.	\$80,000	<b>\$97,002</b>	2024
<a href="#">The Opacum Land Trust Inc</a>	MA	\$380,146	Executive Di	\$67,164	<b>\$69,895</b>	2023
<a href="#">The Little Forks Conservancy Inc</a>	MI	\$379,505	Executive Dir.	\$108,087	<b>\$125,493</b>	2024
<a href="#">Bees In The D</a>	MI	\$390,684	Vice-president/treasurer	\$69,735	<b>\$83,356</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Community Cloud Forest Conservation</a>	MN	\$390,975	Co-chair	\$36,241	<b>\$40,281</b>	2024
<a href="#">Cahaba Riverkeeper Inc</a>	AL	\$378,985	Employee	\$75,833	<b>\$92,153</b>	2024
<a href="#">Climate Collaborative</a>	WA	\$378,511	Executive Director	\$142,585	<b>\$147,837</b>	2023
<a href="#">Tennessee Advanced Energy Business</a>	TN	\$378,450	Executive Di	\$2,000	<b>\$2,365</b>	2024
<a href="#">Plant It Again</a>	CA	\$391,678	Ceo	\$82,309	<b>\$79,948</b>	2024
<a href="#">Earthroots Field School Inc</a>	CA	\$391,713	Executive Director	\$27,335	<b>\$26,551</b>	2024
<a href="#">Open Space Cncl For The St Louis Region</a>	MO	\$391,754	Executive Dir.	\$43,260	<b>\$51,540</b>	2024
<a href="#">Mason County Climate Justice</a>	WA	\$391,936	President	\$13,546	<b>\$13,642</b>	2024
<a href="#">Youth For Environmental Sanity</a>	CA	\$377,943	Community Learning & Partnership	\$12,000	<b>\$11,656</b>	2024
<a href="#">Pando Populus Inc</a>	CA	\$377,928	President	\$112,500	<b>\$109,272</b>	2024
<a href="#">River Bend Nature Center Inc</a>	WI	\$377,874	Executive Director	\$72,000	<b>\$87,081</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **752** organizations. Compensation range \$343–\$974,828; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$385,009); for reference, expenses \$388,032 and assets \$55,000.
ROLE MATCH	Hannah Eckberg, reported title " <i>DIRECTOR/PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	15 <sup>th</sup>
All sources (D + E + F), adjusted	11 <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 (Hannah Eckberg) 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 752 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,000 is reasonable (approximately the 12<sup>th</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.