

First People's Conservation Council

Executive Director / CEO

EIN 383892179

LA · NTEE C30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shirell Parfait-dardar, Executive Director / CEO** (\$3,000) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Shirell Parfait-dardar — 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 (C30).

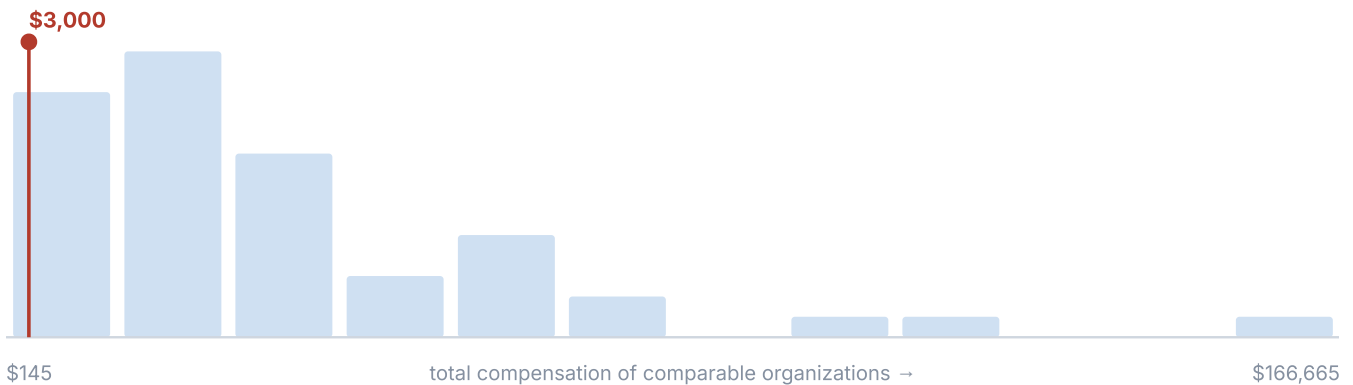
BUDGET Total revenue between \$41,363 and \$92,605 — 0.67x to 1.50x the subject's \$61,737 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography

→ **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,758	\$13,958	\$24,570	\$45,205	\$67,433	\$3,000
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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 LA 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
Islands First Inc	NY	\$58,985	Executive Director	\$50,317	\$42,511	2023
350org Action Fund	MA	\$58,516	Executive Director	\$34,973	\$28,541	2024
Friends Of Merrymeeting Bay	ME	\$58,443	Database Manager	\$155	\$145	2023
Worldopt Institute Inc	HI	\$58,166	Secretary	\$13,221	\$10,750	2024
Bristol Virginia Public Schools Education Foundation	VA	\$57,923	Executive Director	\$28,554	\$25,777	2023
Oakfield Conservation Club	WI	\$65,968	President	\$500	\$488	2023
Borneo Research Council	ME	\$57,273	Treasurer	\$18,994	\$17,783	2023
Solar Austin	TX	\$66,281	Executive Director	\$26,833	\$24,376	2024
Foothill Conservancy	CA	\$66,411	Executive Director	\$26,926	\$21,115	2024
Outdoor Intervention Inc	IN	\$57,041	President	\$39,803	\$38,119	2024
Magellan Foundation Inc	NY	\$56,783	President -	\$7,030	\$5,621	2025
Mcgill Rose Garden	SC	\$56,585	Sr Garden Di	\$23,500	\$22,264	2024
School Of Living	PA	\$56,215	Assistant Treasurer	\$2,138	\$1,936	2024
Lake Erie Waterkeeper Inc	OH	\$67,619	Executive Director	\$6,000	\$5,771	2024
Pines And Prairies Land Trust	TX	\$67,739	Executive Director	\$76,210	\$71,277	2023
The Sunflower Land Trust Inc	KS	\$55,628	Chief Exec. Officer	\$32,500	\$31,886	2024
Community Counts Colorado Inc	CO	\$67,973	Executive Di	\$23,100	\$20,710	2023
National Historic Trails Center	WY	\$68,225	Executive Director	\$40,000	\$38,899	2024
Warsaw Biblical Gardens Inc	IN	\$54,425	Board Member	\$6,200	\$5,938	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Ecological Living & Learning	MD	\$69,268	President	\$94,952	\$80,618	2024
Go Alliance	OR	\$70,080	Director, President, Executive Director	\$76,680	\$64,669	2024
Meeker Memorial Hospital Foundation	MN	\$70,214	Foundation Director	\$12,154	\$10,906	2024
Partnership For Environmental Progress	CA	\$53,220	Executive Dir.	\$66,000	\$53,285	2023
Little Miami Watershed Network	OH	\$70,815	Executive Di	\$25,000	\$24,757	2023
2c Mississippi Towards Sustainable	MS	\$73,380	President	\$61,091	\$63,615	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	48 organizations. Compensation range \$145–\$166,665; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$61,737); for reference, expenses \$37,278 and assets \$210,207.
ROLE MATCH	Shirell Parfait-dardar, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	8 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 (Shirell Parfait-dardar) 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 48 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,000 is reasonable (approximately the 10th 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.