PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Minnesota Conservation Officers Association

Executive Director / CEO

EIN **411289846**
MN · NTEE D30C
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Joseph Stattelman, Executive Director / CEO** ($18,605) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 25th percentile of comparable organizations

within the typical range

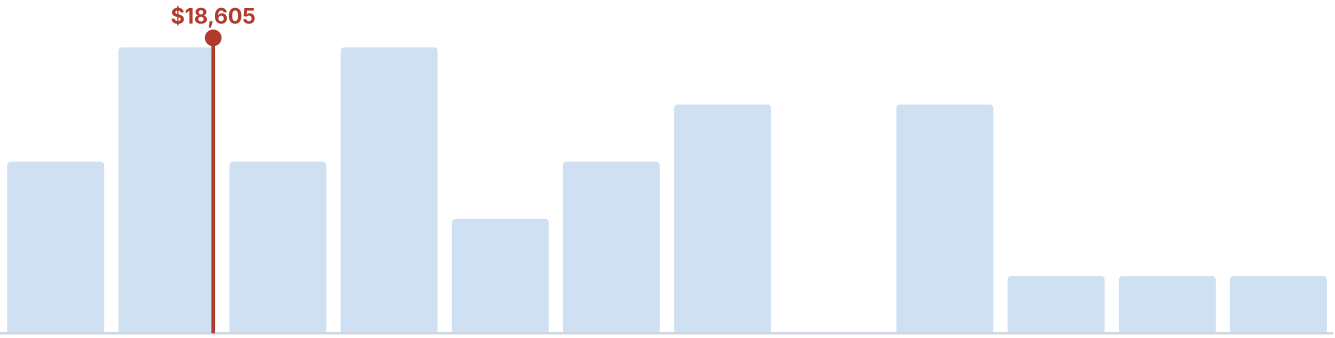
> **Benchmarked executive:** Joseph Stattelman — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D30C).
BUDGET	Total revenue between $139,958 and $313,341 — 0.67× to 1.50× the subject's $208,894 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D30), nationwide + budget 0.67–1.5× revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



$1,530 total compensation of comparable organizations → $108,370

$10,673	$19,361	$38,159	$62,046	$81,033	$18,605

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 MN 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
South Carolina Wildlife Partnership	SC	$210,253	Executive Director	$85,116	**$92,519**	2023
Marine Education Research And Rehab	DE	$205,183	Executive Di	$84,000	**$83,239**	2024
Merritt Island Wildlife	FL	$214,153	Executive Di	$1,609	**$1,530**	2024
Foundation For North American Wild	MT	$215,222	Executive Di	$25,002	**$28,080**	2023
Wildlife Restoration Foundation	VA	$219,834	President And Board Member	$41,760	**$40,806**	2024
Mountain Top Wildlife	WA	$220,300	President	$22,600	**$20,477**	2024
Saving Our Sharks Foundation Inc	PA	$197,171	Treasurer - Former	$13,500	**$13,625**	2024
Southeast Alaska Indiginous Transboundary Commissi	AK	$193,997	Director	$50,717	**$50,521**	2023
Illinois Raptor Center	IL	$223,801	Program Dir	$43,116	**$44,166**	2023
Animal Services Of Richmond Inc	VA	$193,278	President	$60,195	**$63,040**	2022
Harmony Wildlife Rehabilitation	TN	$229,761	President	$6,056	**$6,442**	2024
Arctic Fox Daily Wildlife Rescue Inc	NY	$230,049	President	$13,500	**$12,346**	2024
Amargosa Land Trust	CA	$230,137	Executive Director	$83,615	**$75,229**	2023
Msrw	MI	$231,175	Executive Director	$33,020	**$35,511**	2023
North Dakota Wildlife Federation	ND	$231,568	Executive Director	$70,467	**$78,261**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Operation Game Thief Inc	TX	$178,259	Executive Director	$71,801	**$74,835**	2023
Lowcountry Marine Mammal Network	SC	$243,982	President	$60,000	**$61,714**	2025
Izaak Walton League Of America Inc	IN	$245,211	Recording Se	$17,935	**$19,707**	2023
A Place Called Hope Inc	CT	$169,929	President	$36,000	**$34,160**	2024
Shark Team One Corp	FL	$164,046	Director	$18,720	**$18,323**	2023
Keeper Of The Wild Wildlife Re	SC	$254,651	Center Mgr	$25,988	**$28,249**	2023
Endangered Species Protection Agency	UT	$154,000	General Manager	$12,000	**$12,429**	2024
Beavers Northwest	WA	$264,826	Executive Director	$65,006	**$60,640**	2023
Cougar Fund Inc	WY	$269,890	Managing Director	$100,000	**$108,370**	2024
Last Chance Forever	TX	$271,565	Director	$30,004	**$30,374**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	**32** organizations. Compensation range $1,530–$108,370; filing years 2022–2025.
SIZE BASIS	Matched on total revenue ($208,894); for reference, expenses $159,284 and assets $556,605.
ROLE MATCH	Joseph Stattelman, reported title *"President"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	**25th**
Total compensation (D + F), as reported (no adjustments)	**25th**
Reportable pay only (column D), adjusted	**25th**
All sources (D + E + F), adjusted	**25th**

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 (Joseph Stattelman) 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 32 similarly situated organizations (Same NTEE sector (D30), nationwide + budget 0.67–1.5× revenue).
> 3. The authorized body determined that total compensation of $18,605 is reasonable (approximately the 25th 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.