

Indian Creek Nature Center Charitable

Executive Director / CEO

EIN 421308039

IA · NTEE C116

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Myers John, Executive Director / CEO** (\$5,723) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Myers John — 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 (C116).

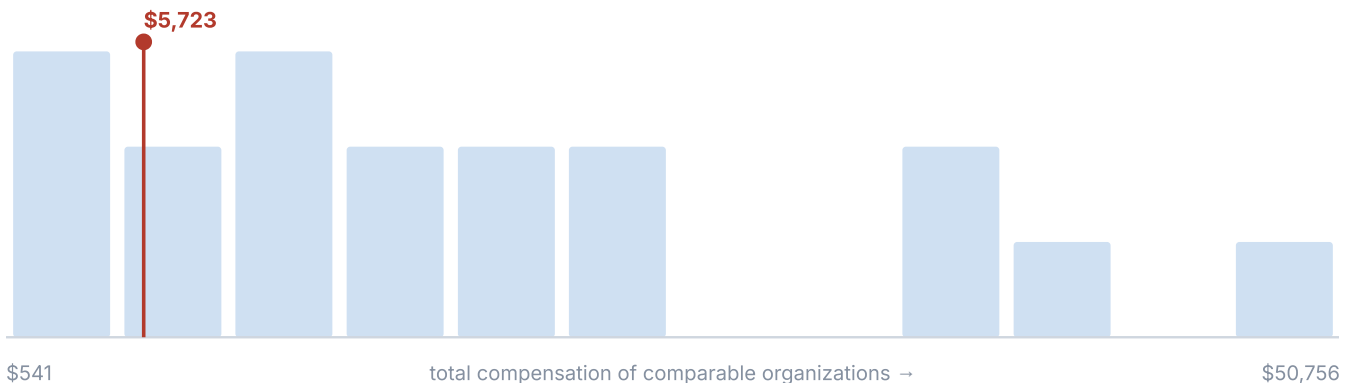
BUDGET Total revenue between \$22,827 and \$51,106 — 0.67x to 1.50x the subject's \$34,071 (the band tightens as size grows).

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

18 organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,007	\$8,246	\$14,947	\$24,247	\$38,797	\$5,723
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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 IA 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
One For Nature Inc	PA	\$34,147	Director	\$15,000	\$14,065	2023
Energy Services Coalition Corp	VA	\$34,236	Exec Director	\$42,738	\$37,688	2024
Save Honolulu Coalition	HI	\$34,393	Vice Preside	\$4,191	\$3,427	2024
Mead Spl Site Custodial Trust	WA	\$34,466	Trustee	\$27,826	\$23,425	2023
Save Cape Lookout Foundation Inc	NC	\$32,842	Director	\$12,000	\$11,658	2023
The Nuclear Decommissioning	MA	\$35,802	President/director	\$61,845	\$50,756	2024
Benison Resource Co	GA	\$35,843	Chairman, Ceo	\$4,500	\$4,255	2023
Ccl Farm Conservation Inc	SC	\$36,128	Director	\$9,663	\$9,207	2024
Ftf Foundation	AK	\$29,654	Executive Di	\$10,914	\$9,811	2023
San Joaquin Wildlife Sanctuary	CA	\$28,826	Executive Director, Water	\$50,970	\$41,384	2023
Keep Rowlett Beautiful Inc	TX	\$39,949	Exec. Director	\$17,325	\$15,828	2024
Stonington Land Trust Inc	CT	\$26,187	Exec Directo	\$24,000	\$21,159	2023
Sustainable World Inc	NY	\$25,372	President And Convenor	\$43,000	\$35,487	2024
Western Alliance For Nature	CA	\$24,042	Executive Director	\$10,050	\$7,926	2024
Mlt Holdings Inc	HI	\$22,994	President	\$8,503	\$7,158	2023
Open Water Foundation	CO	\$45,650	Ceo	\$28,000	\$24,521	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sportsmens Club Sauk Rapids Inc	MN	\$48,583	President	\$599	\$541	2024
Recycling Rules Inc	MA	\$48,970	Founder And Executive Director	\$22,000	\$18,589	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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	18 organizations. Compensation range \$541–\$50,756; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$34,071); for reference, expenses \$71,109 and assets \$1,806,728. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Myers John, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	17 th
Total compensation (D + F), as reported (no adjustments)	17 th

Reportable pay only (column D), adjusted

0th

All sources (D + E + F), adjusted

89th

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 (Myers John) 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 13, 2026, comparing compensation against 18 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,723 is reasonable (approximately the 17th 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 13, 2026.