

Human Impacts Institute Inc

Executive Director / CEO

EIN 452589652

NY · NTEE C30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tara Deporte, Executive Director / CEO** (\$52,577) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

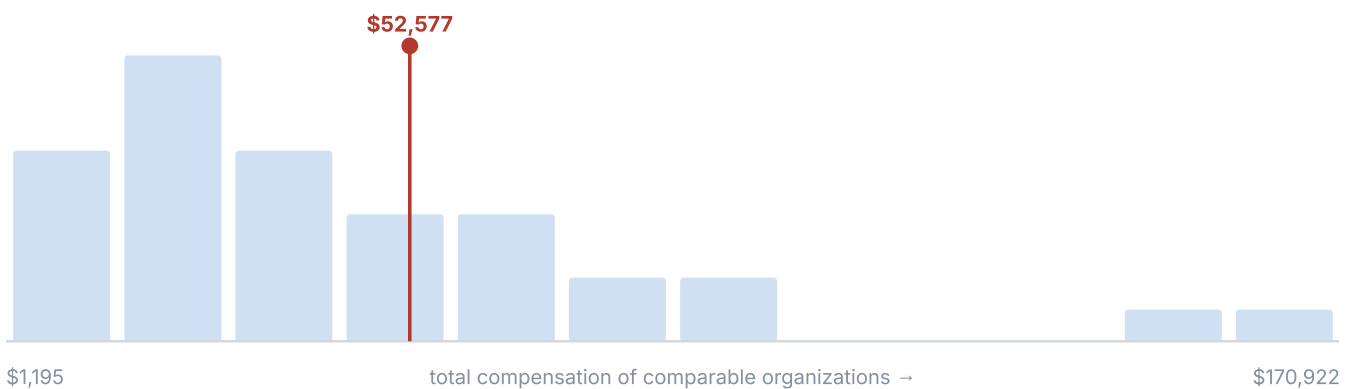
Benchmarked executive: Tara Deporte — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$89,617 and \$200,635 — 0.67x to 1.50x the subject's \$133,757 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,241	\$21,678	\$35,595	\$59,387	\$82,653	\$52,577
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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 NY 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
Hartley Mason Reservation Co Jeffrey W Mcconnell	ME	\$136,817	Trustee	\$5,000	\$5,382	2024
Prairie Pines Partners	NE	\$126,575	Ppp Manager	\$21,732	\$25,125	2024
Keep Florida Beautiful Inc	FL	\$141,524	Executive Di	\$74,235	\$77,176	2023
Friends Of The Nature Center In Rancocas State Park Inc	NJ	\$144,132	Executive Director	\$22,056	\$21,167	2024
Lake Fork Valley Conservancy	CO	\$121,928	Executive Director	\$44,000	\$46,690	2023
Shamokin Creek Restoration Alliance	PA	\$145,624	Executive Di	\$19,200	\$20,581	2024
Play For All Foundation Inc	IL	\$146,122	President	\$24,656	\$26,056	2024
Center For Environmental Law & Policy	WA	\$147,671	Executive Director	\$89,680	\$86,305	2024
Assateague Coastal Trust Inc	MD	\$148,058	Executive Director	\$59,615	\$59,909	2024
Rosedale Conservancy Inc	DC	\$148,888	Treasurer	\$5,072	\$4,784	2024
Pelican Lakes Conservation Club	MN	\$149,353	Gamb Mgr/dir	\$35,375	\$36,604	2025
Sebasticook Regional Land Trust	ME	\$115,436	Executive Director	\$41,680	\$46,187	2023
Agassiz Audubon Society Inc	MN	\$114,610	Director	\$1,125	\$1,195	2024
Thrive Conservation	CA	\$114,419	Director And Secretary	\$26,001	\$24,134	2024
Poudre River Trail Corridor Inc	CO	\$113,738	Executive Director	\$86,064	\$88,706	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Citizens For Balanced Use	MT	\$113,663	Executive Director	\$30,000	\$34,760	2024
Kern River Conservancy	CA	\$113,172	President	\$51,440	\$47,745	2024
Cross Vermont Trail Association Inc	VT	\$155,037	Executive Director	\$23,000	\$25,619	2023
Conservation Technology Accelerator Inc	CA	\$156,240	President	\$13,499	\$12,530	2024
Coastal Resources Group Inc	FL	\$157,240	Past Pres/treas/director	\$70,728	\$73,530	2023
Integrated Vegetation Management Partners Inc	DE	\$158,016	President	\$133,800	\$144,984	2023
The Urban Wildlands Group Inc	CA	\$159,953	President	\$45,300	\$43,288	2023
Penn Soil Rc&d Council	PA	\$106,194	Executive Director	\$18,044	\$19,913	2023
Lake Erie Islands Historical Society	OH	\$101,154	Board Member	\$12,578	\$14,320	2024
Muskingum Watershed Conservancy	OH	\$100,994	Executive Director	\$51,704	\$58,865	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **35** organizations. Compensation range \$1,195–\$170,922; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$133,757); for reference, expenses \$138,424 and assets \$102,893.

ROLE MATCH	Tara Deporte, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	69 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	66 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 (Tara Deporte) 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 35 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,577 is reasonable (approximately the 69th 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.