

Martha's Vineyard Fishermen's

Executive Director / CEO

EIN 453546941
 MA · NTEE C30
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Shelley Edmundson, Executive Director / CEO** (\$81,731) against **every comparable organization** that fit the selection criteria — **155** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

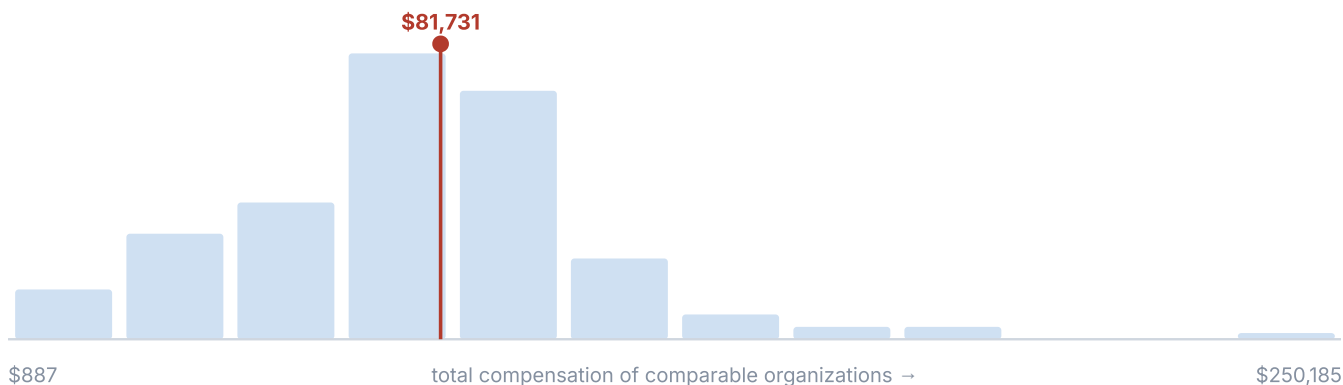
Benchmarked executive: Shelley Edmundson — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$332,960 and \$745,434 — 0.67x to 1.50x the subject's \$496,956 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

155 organizations qualified on sector, size, and geography → **155** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,316	\$56,511	\$77,741	\$93,428	\$116,540	\$81,731
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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 MA 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
Rescape California	CA	\$499,139	Executive Dir.	\$96,760	\$90,311	2024
North Olympic Peninsula Resource	WA	\$503,896	Executive Director	\$104,612	\$101,237	2024
Ruffed Grouse Society Group Return	PA	\$504,247	President And Ceo	\$29,123	\$32,319	2023
Community Partnerships	PA	\$489,423	Executive Director	\$82,198	\$88,602	2024
The Rattlesnake Conservancy	FL	\$510,222	Executive Director	\$46,687	\$47,407	2024
Buena Vista Audubon Society	CA	\$482,988	Executive Dir.	\$95,729	\$87,046	2025
Bobwhite Brigade	TX	\$514,640	Executive Director	\$83,793	\$93,276	2023
The Earth Organization	CA	\$516,561	Senior Geohydrolog	\$268,049	\$250,185	2024
Blue Heron Ministries Inc	IN	\$518,254	Executive Di	\$53,542	\$62,833	2023
Bay Journal Media Inc	MD	\$474,628	Executive Director	\$50,000	\$50,527	2024
Buffalo Field Campaign Inc	MT	\$471,062	President	\$7,789	\$9,076	2024
Penguin Court Inc	PA	\$523,005	Assistant Secretary	\$50,218	\$54,130	2024
Wild Salmon Rivers	WA	\$469,104	Executive Director/secretaria	\$56,250	\$56,043	2023
The National Loon Center Foundation Inc	MN	\$466,947	Executive Director	\$149,043	\$159,185	2024
Sustainable Finger Lakes Inc	NY	\$466,274	President	\$72,800	\$71,105	2024
Coastside Land Trust	CA	\$535,050	Ed Until June	\$108,018	\$103,797	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Native American Environmental	CA	\$458,322	Executive Dir.	\$69,450	\$64,821	2024
Ozark Ecological Restoration Inc	AR	\$536,540	President	\$31,000	\$37,665	2024
Graylag Nature Preserve Inc	NH	\$456,956	Executive Director	\$84,165	\$84,001	2024
Blue Heron Nature Preserve Inc	GA	\$455,759	Executive Dir.	\$21,745	\$23,633	2024
St Bartholomew's Conservancy Inc	NY	\$454,826	Executive Director	\$127,870	\$128,583	2023
Sourland Conservancy	NJ	\$539,195	Executive Director	\$80,555	\$77,741	2024
Keep The Tennessee River Beautiful	TN	\$453,131	Custodian Of	\$69,282	\$78,716	2024
Chesapeake Conservation Landscaping	MD	\$542,975	Executive Dir.	\$100,574	\$101,634	2024
Mid John Day Watershed Council	OR	\$450,522	Executive Director	\$63,008	\$65,114	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 155 organizations. Compensation range \$887–\$250,185; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$496,956); for reference, expenses \$440,762 and assets \$1,171,606.

ROLE MATCH	Shelley Edmundson, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	57 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	54 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 (Shelley Edmundson) 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 10, 2026, comparing compensation against 155 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,731 is reasonable (approximately the 57th 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 10, 2026.