

Friends Of Bunker Hill

Executive Director / CEO

EIN 461817214

MO · NTEE C50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bruce Moe, Executive Director / CEO** (\$44,615) 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 **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Bruce Moe — 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 (C50).

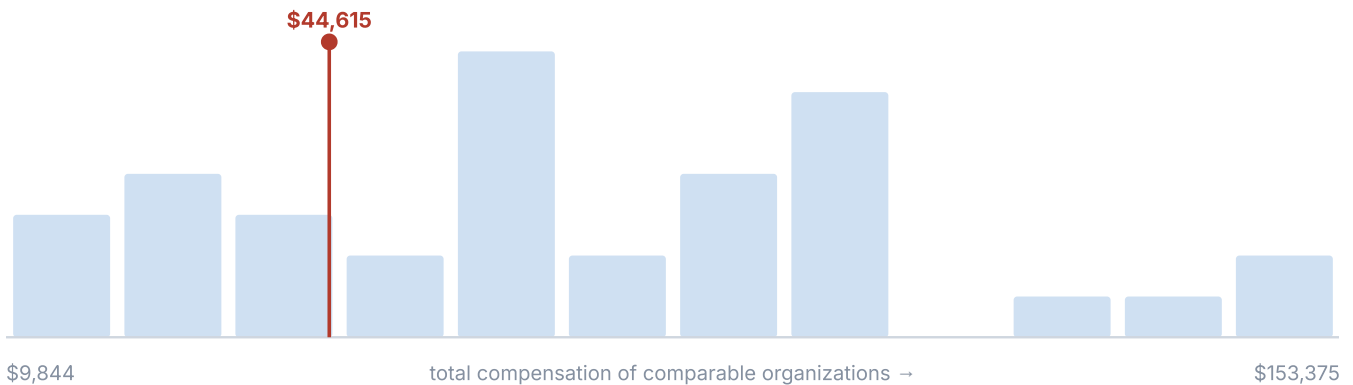
BUDGET Total revenue between \$299,666 and \$670,894 — 0.67x to 1.50x the subject's \$447,263 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C50), 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



\$27,242	\$40,036	\$66,984	\$96,870	\$118,535	\$44,615
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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 MO 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
Alaskans For Litter Prevention And	AK	\$439,561	Executive Dir.	\$113,397	\$99,422	2024
Keep Northern Illinois Beautiful	IL	\$456,498	Executive Di	\$65,343	\$58,912	2024
Hub404 Conservancy Inc	GA	\$466,925	Executive Dir.	\$139,067	\$128,232	2024
Downtown Association Of Fairbanks	AK	\$425,634	Executive Director	\$66,548	\$60,070	2023
Green Cities Accord	MN	\$425,247	Director Of Programs And Operations	\$114,105	\$103,397	2024
Friends Of The Welty Environmental Center Inc	WI	\$424,763	Executive Director	\$41,050	\$40,477	2023
Small Town Project	CO	\$415,800	Development Director	\$14,400	\$13,037	2023
Mini Mart City Park	WA	\$414,865	President	\$20,000	\$16,421	2024
Palos Verdes Estates Foundation	CA	\$414,730	Executive Director	\$50,000	\$39,595	2024
Keep Knoxville Beautiful Inc	TN	\$412,096	Executive Dir.	\$70,600	\$66,301	2025
Freedom's Way Heritage Association Inc	MA	\$483,963	Executive Director	\$124,378	\$102,499	2024
Natural Restorations	AZ	\$400,227	Executive Director	\$98,807	\$87,144	2024
Clean Fairfax Council	VA	\$399,566	Executive Director	\$104,213	\$89,898	2025
Plant It Again	CA	\$391,678	Ceo	\$82,309	\$65,180	2024
Neighborhood Forest Inc	MN	\$509,462	Executive Director	\$75,000	\$67,962	2024
Growsmart Maine	ME	\$513,715	Executive Di	\$103,114	\$94,689	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Next Level Productions And Promotions	FL	\$376,467	President	\$11,099	\$9,844	2023
Cuenca Los Ojos	AZ	\$375,552	Executive Director	\$35,337	\$31,166	2024
Keep North Fulton Beautiful Inc	GA	\$360,232	Former Executive Director	\$85,800	\$84,792	2022
Camp Rd Inc	MI	\$536,765	Executive Director	\$48,673	\$47,433	2023
Foothills Rails-to-trails Coalition	WA	\$536,942	Executive Director	\$74,100	\$62,637	2023
Keep Midland Beautiful Inc	TX	\$351,019	Executive Dir.	\$28,413	\$26,065	2024
Proud Louisiana Llc	LA	\$348,338	Executive Di	\$32,667	\$32,988	2024
Scenic Houston Inc	TX	\$347,997	Executive Director	\$167,194	\$153,375	2024
Saratoga County Foundation Inc	NY	\$342,857	Chamber President	\$35,004	\$29,007	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 \$9,844–\$153,375; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$447,263); for reference, expenses \$454,276 and assets \$491,837.

ROLE MATCH Bruce Moe, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	29 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Bruce Moe) 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 (C50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,615 is reasonable (approximately the 29th 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.