

Nevada Preservation Foundation

Executive Director / CEO

EIN 463397538

NV · NTEE C30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amy Ramer, Executive Director / CEO** (\$12,375) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Amy Ramer — 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 (C30).

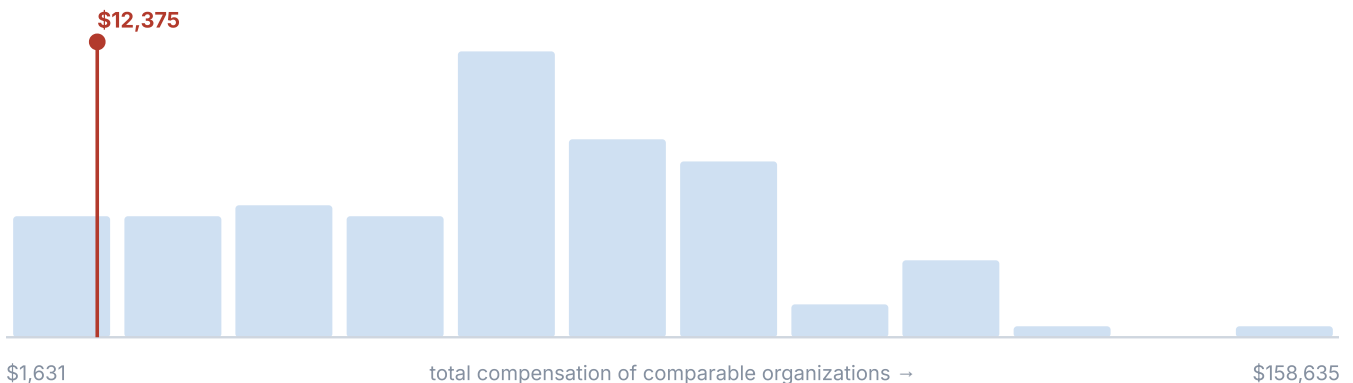
BUDGET Total revenue between \$167,689 and \$375,424 — 0.67x to 1.50x the subject's \$250,283 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography

→ **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,580

\$33,666

\$60,541

\$78,188

\$92,686

\$12,375



■ 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 NV 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
Wisconsin Association Of Lakes Inc	WI	\$249,630	Executive Director	\$71,436	\$76,627	2023
Willowbrook Economic Development	IL	\$249,001	Executive Dir.	\$92,520	\$88,403	2025
Conservation Council For Hawaii	HI	\$247,699	Exectuive Di	\$75,000	\$66,989	2024
Southwest Idaho Resource Conservation	ID	\$247,600	Member	\$1,493	\$1,631	2023
Iowa Interfaith Power And Light	IA	\$247,131	Exe Director	\$76,354	\$83,405	2024
Transformers Foundation Inc	NY	\$246,889	Executive Director	\$20,000	\$18,030	2024
People And Pollinators Action	CO	\$253,840	Executive Di	\$63,585	\$60,826	2024
Friends Of The Mariana Trench	MP	\$245,976	Executive Dir.	\$45,866	\$45,866	2024
Lake Erie Islands Conservancy	OH	\$255,106	Chair	\$16,000	\$16,906	2024
Indigenous Peoples Council For	AK	\$244,580	Executive Dir.	\$57,830	\$55,157	2024
Harris Ranch Wildlife Mitigation Association Inc	ID	\$256,059	Conservation Director	\$53,856	\$57,156	2024
Methow Valley Trails Collaborative	WA	\$244,446	Executive Director	\$51,076	\$45,620	2024
Water Climate Trust	CA	\$256,351	Executive Director	\$81,000	\$71,839	2023
Colorado Native Plant Society	CO	\$243,936	-	\$60,962	\$60,040	2023
Action Center Inc	PA	\$242,260	Executive Director	\$58,933	\$60,363	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Coast Ridge Community Forest	CA	\$258,775	Executive Dir.	\$16,465	\$14,603	2023
Bear Lake Watch	UT	\$259,252	Past Exec. Dir.	\$37,912	\$39,854	2023
Sierra County Land Trust	CA	\$241,176	Secretary/tr	\$36,000	\$31,012	2024
Friends Of Huddart & Wunderlich Parks	CA	\$260,144	Program Director	\$75,000	\$62,944	2025
Missouri State Parks Foundation Inc	MO	\$240,020	Executive Director	\$75,460	\$79,734	2024
Green Mountain Conservation Group	NH	\$239,655	Executive Director	\$71,725	\$68,023	2023
People & Plants International Inc	VT	\$261,027	Co-director	\$93,000	\$93,385	2024
Greater Oregon City Watershed Council	OR	\$263,413	Executive Dir.	\$78,680	\$72,894	2024
The Greenwich Tree Conservancy Inc	CT	\$264,196	Executive Director	\$54,590	\$52,571	2023
Communitopia	PA	\$233,566	Executive Dir.	\$60,853	\$60,541	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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 117 organizations. Compensation range \$1,631–\$158,635; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$250,283); for reference, expenses \$257,157 and assets \$168,289.

ROLE MATCH	Amy Ramer, reported title " <i>PRESIDENT</i> ", 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.
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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	9 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 (Amy Ramer) 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 117 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,375 is reasonable (approximately the 9th 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.