

# Niobrara Council

Executive Director / CEO

EIN 470834274

NE · NTEE C20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kalli Kieborz, Executive Director / CEO** (\$54,710) against **every comparable organization** that fit the selection criteria — **280** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

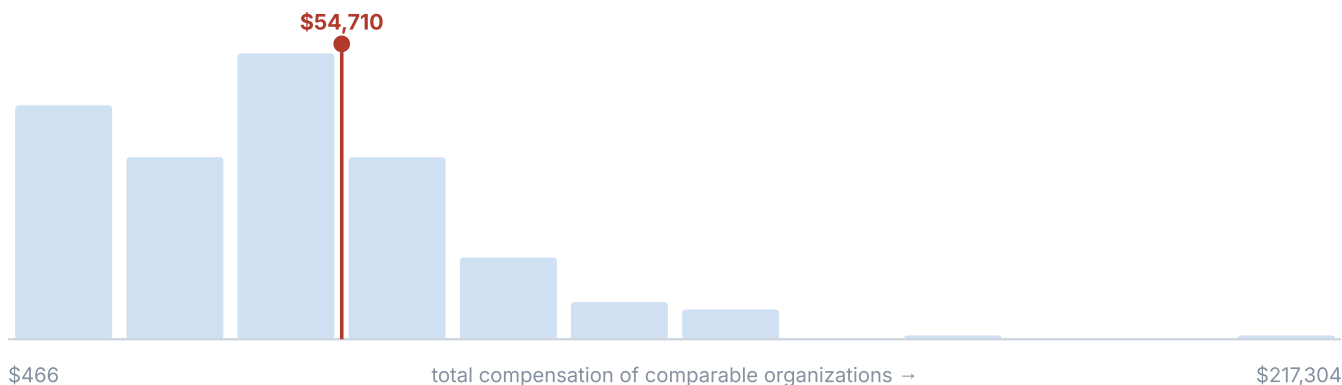
**Benchmarked executive:** Kalli Kieborz — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C20).
BUDGET	Total revenue between \$102,811 and \$230,175 — 0.67x to 1.50x the subject's \$153,450 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**280** organizations qualified on sector, size, and geography → **280** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,717	\$21,581	\$42,414	\$61,815	\$81,645	\$54,710
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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 NE 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
<a href="#">Werkin Outdoors</a>	NC	\$153,506	Committee Chair	\$28,037	<b>\$26,935</b>	2024
<a href="#">Streets Run Watershed Association</a>	PA	\$153,299	Executive Director	\$88,000	<b>\$81,592</b>	2024
<a href="#">Save The Yellowstone Grizzly</a>	MT	\$153,826	Board Treasu	\$12,000	<b>\$12,381</b>	2023
<a href="#">Friends Of Pumpkinvine Nature Trail Inc</a>	IN	\$154,111	Board Member, Administrative Manager	\$24,000	<b>\$23,531</b>	2024
<a href="#">Torrey Botanical Society</a>	NY	\$154,792	President	\$8,000	<b>\$6,721</b>	2024
<a href="#">Cross Vermont Trail Association Inc</a>	VT	\$155,037	Executive Director	\$23,000	<b>\$22,159</b>	2023
<a href="#">Garden Club Of Ohio Inc</a>	OH	\$155,383	Exec. Secretary/co-treasurer	\$5,750	<b>\$5,830</b>	2023
<a href="#">Conservation Technology Accelerator Inc</a>	CA	\$156,240	President	\$13,499	<b>\$10,838</b>	2024
<a href="#">Center For Science In Public Participation</a>	MT	\$150,621	President	\$100,949	<b>\$101,173</b>	2024
<a href="#">The Center For Transformation Inc</a>	NJ	\$150,374	Co-executive Director	\$72,000	<b>\$61,534</b>	2023
<a href="#">New Jersey Arborists Chapter</a>	NJ	\$157,064	Executive Director	\$125,375	<b>\$104,076</b>	2024
<a href="#">Badlands National Park</a>	SD	\$149,803	Executive Director	\$76,635	<b>\$78,636</b>	2024
<a href="#">Foundation For Ohio River Education</a>	OH	\$157,120	Secretary	\$28,400	<b>\$28,793</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Coastal Resources Group Inc</a>	FL	\$157,240	Past Pres/treas/director	\$70,728	<b>\$63,601</b>	2023
<a href="#">Pelican Lakes Conservation Club</a>	MN	\$149,353	Gamb Mgr/dir	\$35,375	<b>\$31,661</b>	2025
<a href="#">Nansemond River Preservation Alliance</a>	VA	\$157,999	Presidentceo	\$79,500	<b>\$71,368</b>	2024
<a href="#">Rosedale Conservancy Inc</a>	DC	\$148,888	Treasurer	\$5,072	<b>\$4,138</b>	2024
<a href="#">Integrated Vegetation Management Partners Inc</a>	DE	\$158,016	President	\$133,800	<b>\$125,406</b>	2023
<a href="#">Altamaha Riverkeeper Inc</a>	GA	\$148,849	Executive Director	\$77,920	<b>\$72,844</b>	2024
<a href="#">The Pennsylvania Pink Zone</a>	PA	\$148,218	Executive Director	\$50,085	<b>\$45,241</b>	2025
<a href="#">Assateague Coastal Trust Inc</a>	MD	\$148,058	Executive Director	\$59,615	<b>\$51,819</b>	2024
<a href="#">Citizens Coal Council</a>	PA	\$158,904	Executive Di	\$68,000	<b>\$64,911</b>	2023
<a href="#">Center For Environmental Law &amp; Policy</a>	WA	\$147,671	Executive Director	\$89,680	<b>\$74,651</b>	2024
<a href="#">Brodheads Watershed Corporation</a>	PA	\$159,342	Executive Director (Until 10/2023)	\$53,190	<b>\$50,773</b>	2023
<a href="#">Texas Botanical Gardens And Na</a>	TX	\$147,483	Exec Director	\$26,400	<b>\$25,279</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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](https://peerbasis.org/methodology).

### ● Sample, role match & sensitivity

PEER COUNT	280 organizations. Compensation range \$466–\$217,304; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$153,450); for reference, expenses \$150,563 and assets \$759,729.
ROLE MATCH	Kalli Kieborz, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	60 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	64 <sup>th</sup>

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 (Kalli Kieborz) 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 280 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$54,710 is reasonable (approximately the 68<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.