

Torrey House Press

Executive Director / CEO

EIN 475055025

UT · NTEE C60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kirsten Johanna Allen, Executive Director / CEO** (\$69,650) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Kirsten Johanna Allen — 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 (C60).
BUDGET	Total revenue between \$271,987 and \$608,928 — 0.67x to 1.50x the subject's \$405,952 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

103 organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,819	\$40,477	\$61,853	\$80,196	\$103,325	\$69,650
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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 UT 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
Climate Access Fund Corporation	MD	\$404,259	Ceo	\$156,583	\$138,929	2024
Get Inspired	CA	\$403,267	President	\$110,000	\$90,144	2024
30 Mile River Watershed Association	ME	\$408,868	Executive Director	\$100,722	\$95,716	2024
The Outdoor Circle	HI	\$402,928	Executive Director	\$122,049	\$103,701	2024
Wesselman Nature Society Inc	IN	\$396,745	Executive Director	\$63,785	\$63,836	2024
Earthroots Field School Inc	CA	\$391,713	Executive Director	\$27,335	\$22,401	2024
Bees In The D	MI	\$390,684	Vice-president/treasurer	\$69,735	\$70,327	2023
Ecologik Institute	CA	\$421,600	President	\$18,270	\$14,972	2024
Cloud City Conservation Center	CO	\$424,000	Executive Di	\$77,650	\$72,749	2023
Greater Arkansas River Nature Assoc	CO	\$427,717	Executive Di	\$85,000	\$77,350	2024
Blessed Earth Inc	KY	\$382,900	President	\$191,959	\$195,723	2024
Wsbz Farms	AR	\$429,747	Executive Dir.	\$53,550	\$58,812	2023
Strawberry Hill Foundation Inc	PA	\$380,658	Executive Di	\$71,500	\$67,668	2024
Seaworthy Foundation Inc	FL	\$431,973	Founder Ceo	\$80,000	\$71,323	2024
Ecology In Classrooms And Outdoors	OR	\$432,173	Executive Director	\$93,836	\$85,143	2023
Earth Day New York Inc	NY	\$433,796	Executive Di	\$109,419	\$96,606	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pando Populus Inc	CA	\$377,928	President	\$112,500	\$92,192	2024
Rep Environmental Education Foundation	VA	\$377,331	President	\$129,446	\$118,615	2024
Eco-justice Center Inc	WI	\$436,056	Executive Director	\$58,700	\$58,180	2024
Cool The Earth Inc	CA	\$436,919	Exec Dir/boa	\$55,000	\$45,072	2024
Georgia Arborist Association Inc	GA	\$374,382	Executive Di	\$74,282	\$70,883	2024
California Clean Energy Committee	CA	\$438,983	President	\$66,000	\$55,684	2023
Vermont Wilderness School	VT	\$372,886	Executive Director	\$70,673	\$67,508	2024
Habitatmap Incorporated	NY	\$370,978	Executive Di	\$23,000	\$19,724	2024
Green Beverly 107q Inc	MA	\$369,863	President	\$48,000	\$40,935	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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	103 organizations. Compensation range \$490–\$822,457; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$405,952); for reference, expenses \$397,165 and assets \$222,407.
ROLE MATCH	Kirsten Johanna Allen, 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 3 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	62 nd
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	61 st

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 (Kirsten Johanna Allen) 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 103 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,650 is reasonable (approximately the 62nd 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.