

# Roaring Fork Safe Passages

Executive Director / CEO

EIN 475168778

CO · NTEE C34

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cecily Deangelo, Executive Director / CEO** (\$84,728) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Cecily Deangelo — 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 (C34).

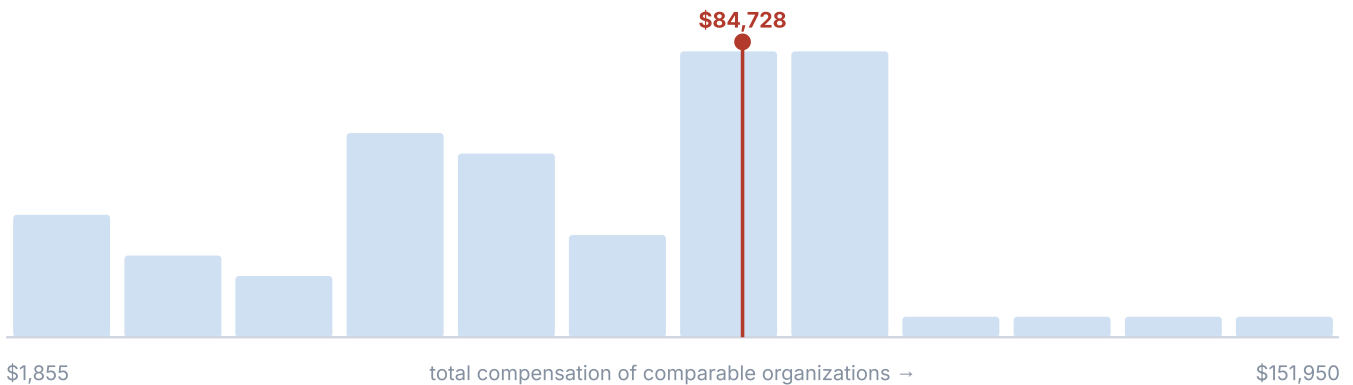
**BUDGET** Total revenue between \$197,648 and \$442,497 — 0.67x to 1.50x the subject's \$294,998 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

**69** organizations qualified on sector, size, and geography

→ **69** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,486	\$43,616	\$69,270	\$91,237	\$96,818	\$84,728
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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 CO 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="#">Dover Land Conservation Trust</a>	MA	\$293,352	Executive Secretary	\$7,510	<b>\$7,246</b>	2023
<a href="#">Texas Land Trust Council</a>	TX	\$300,632	Executive Director	\$141,477	<b>\$151,950</b>	2023
<a href="#">Waukesha County Land Conservancy Inc</a>	WI	\$289,154	Executive Director	\$70,969	<b>\$77,296</b>	2024
<a href="#">Indigenous Conservation Council</a>	VA	\$302,230	Executive Director	\$43,333	<b>\$43,634</b>	2024
<a href="#">Sundance Nature Alliance</a>	UT	\$285,075	Executive Di	\$75,000	<b>\$80,053</b>	2024
<a href="#">Cazenovia Preservation Foundation Inc</a>	NY	\$305,388	Executive Director	\$43,875	<b>\$42,568</b>	2023
<a href="#">Lincoln Land Conservation Trust</a>	MA	\$279,228	Executive Director	\$22,520	<b>\$21,105</b>	2024
<a href="#">Kansas Land Trust Inc</a>	KS	\$313,442	Executive Di	\$83,440	<b>\$96,786</b>	2023
<a href="#">Block Island Conservancy Inc</a>	RI	\$269,646	Executive Director	\$53,365	<b>\$53,365</b>	2024
<a href="#">The Glacier-two Medicine Alliance</a>	MT	\$266,036	Executive Dir.	\$67,500	<b>\$78,123</b>	2023
<a href="#">Utah Dine Bikeyah</a>	UT	\$324,369	Executive Dir.	\$130,000	<b>\$138,758</b>	2024
<a href="#">Kahaluu Kuahewa</a>	HI	\$264,425	Executive Di	\$57,793	<b>\$53,961</b>	2024
<a href="#">Land Trust Of The Treasure Valley</a>	ID	\$263,019	Executive Director (1 Month)	\$84,000	<b>\$95,943</b>	2023
<a href="#">Wareham Land Trust Inc</a>	MA	\$262,864	Executive Dir.	\$47,878	<b>\$46,194</b>	2023
<a href="#">Southeast Michigan Land Conservancy</a>	MI	\$262,599	Executive Director	\$88,281	<b>\$97,836</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Land Conservation Foundation</a>	IL	\$262,318	Executive Director	\$36,511	<b>\$37,434</b>	2024
<a href="#">South Hero Land Trust Inc</a>	VT	\$328,626	Executive Director	\$53,479	<b>\$57,795</b>	2023
<a href="#">Northern California Regional Land Trust</a>	CA	\$328,743	Executive Director	\$97,154	<b>\$85,235</b>	2025
<a href="#">Virginias United Land Trusts</a>	VA	\$259,231	Executive Dir.	\$98,537	<b>\$96,664</b>	2025
<a href="#">Bolsa Chica Land Trust</a>	CA	\$331,328	Executive Dir.	\$67,644	<b>\$62,715</b>	2023
<a href="#">Kent Land Trust Inc</a>	CT	\$335,603	Executive Director	\$48,750	<b>\$47,669</b>	2024
<a href="#">Center For Whole Communities Inc</a>	VT	\$336,563	Sr Strategist	\$86,918	<b>\$91,237</b>	2024
<a href="#">Red River Gorge Climbers' Coalition Inc</a>	KY	\$339,182	Executive Director	\$72,958	<b>\$81,745</b>	2024
<a href="#">Permaculture Planet Us Ngo Foundation</a>	WY	\$250,000	Executive Director	\$75,000	<b>\$86,229</b>	2023
<a href="#">Colibri Catalyst Inc</a>	DC	\$250,000	Board Chair, Ceo - Gdi	\$37,814	<b>\$34,606</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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** 69 organizations. Compensation range \$1,855–\$151,950; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$294,998); for reference, expenses \$158,566 and assets \$211,532. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Cecily Deangelo, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 5 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	70 <sup>th</sup>
All sources (D + E + F), adjusted	61 <sup>st</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 (Cecily Deangelo) 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 69 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,728 is reasonable (approximately the 64<sup>th</sup> 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.