

# Norfolk Botanical Garden Foundation

Executive Director / CEO

EIN 510244918  
 VA · NTEE C114  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Peter Schmidt, Executive Director / CEO** (\$183,102) against **every comparable organization** that fit the selection criteria — **544** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Peter Schmidt — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (C114).
- BUDGET Total revenue between \$155,612 and \$348,385 — 0.67x to 1.50x the subject's \$232,257 (the band tightens as size grows).
- GEOGRAPHY Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**544** organizations qualified on sector, size, and geography → **544** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$12,671	\$33,942	\$57,847	\$79,574	\$105,329	\$183,102
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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 VA 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="#">Chesapeake Rivers Association Inc</a>	MD	\$232,603	Secretary	\$120,000	<b>\$116,192</b>	2024
<a href="#">Barnacles And Bees</a>	WA	\$232,671	Executive Director	\$40,784	<b>\$37,817</b>	2024
<a href="#">Material Innovation Institute</a>	CA	\$231,821	Chief Executive Officer (Thru July)	\$82,609	<b>\$73,879</b>	2024
<a href="#">The Beaver Coalition Inc</a>	OR	\$231,797	Executive Director	\$83,697	<b>\$80,499</b>	2024
<a href="#">Passivhausmaine</a>	ME	\$231,619	Executive Director	\$72,995	<b>\$77,937</b>	2023
<a href="#">Maine Wilderness Watershed Trust Inc</a>	ME	\$231,548	Director	\$4,500	<b>\$4,667</b>	2024
<a href="#">The Great Egg Harbor Watershed Association</a>	NJ	\$233,111	Coordinator	\$51,611	<b>\$49,134</b>	2023
<a href="#">Fabien Cousteau Ocean Learning Center I</a>	NY	\$231,005	President/founder	\$92,223	<b>\$92,502</b>	2022
<a href="#">Keep The Midlands Beautiful</a>	SC	\$233,516	Executive Di	\$55,867	<b>\$60,363</b>	2024
<a href="#">Model Forest Policy Program</a>	ID	\$230,995	Executive Dir.	\$30,640	<b>\$33,758</b>	2024
<a href="#">Communitopia</a>	PA	\$233,566	Executive Dir.	\$60,853	<b>\$62,850</b>	2024
<a href="#">Hyperbaric Vermont Inc</a>	VT	\$233,648	President	\$30,372	<b>\$31,661</b>	2024
<a href="#">Mo Hives Kc</a>	MO	\$230,471	Executive Director	\$34,900	<b>\$38,284</b>	2024
<a href="#">New York Greengrass Association Inc</a>	NY	\$229,847	Executive Director	\$65,000	<b>\$60,832</b>	2024
<a href="#">Bowling Green Recycling Center Inc</a>	OH	\$234,872	Chairman	\$11,045	<b>\$12,116</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Empire Discovery Institute Inc</a>	NY	\$234,954	Interim Ceo	\$443,876	<b>\$427,682</b>	2023
<a href="#">Trans Cascadia Inc</a>	ID	\$229,395	President	\$5,164	<b>\$5,689</b>	2024
<a href="#">The Ike Foundation</a>	NJ	\$235,402	Trustee	\$253,000	<b>\$233,949</b>	2024
<a href="#">Chandler Park Conservancy</a>	MI	\$235,449	Ceo	\$118,533	<b>\$126,712</b>	2024
<a href="#">One People One Reef</a>	CA	\$235,610	V Chair&co-dir.	\$28,000	<b>\$25,780</b>	2023
<a href="#">Oconee River Land Trust</a>	GA	\$235,611	Exec Director	\$68,333	<b>\$73,261</b>	2023
<a href="#">Earthreports Inc</a>	MD	\$228,798	Ceo	\$15,461	<b>\$15,413</b>	2023
<a href="#">Bull Run Mountains Conservancy Inc</a>	VA	\$228,778	Executive Director	\$127,013	<b>\$123,739</b>	2025
<a href="#">Ohio Environmental Council Action Fund</a>	OH	\$228,737	Interim President (Term. 09/22)	\$8,196	<b>\$9,256</b>	2023
<a href="#">Minnesota Conservation Federation</a>	MN	\$228,598	Executive Di	\$46,500	<b>\$47,587</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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** 544 organizations. Compensation range \$534–\$427,682; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$232,257); for reference, expenses \$559,684 and assets \$15,636,730. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Peter Schmidt, reported title "*SECRETARY*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 10 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	99 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	99 <sup>th</sup>
Reportable pay only (column D), adjusted	99 <sup>th</sup>
All sources (D + E + F), adjusted	97 <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 (Peter Schmidt) 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 544 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$183,102 is reasonable (approximately the 99<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.