

Southern Maryland Rc&d Board Inc

Executive Director / CEO

EIN 521217054
 MD · NTEE C300
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Allison Burnett, Executive Director / CEO** (\$44,034) against **every comparable organization** that fit the selection criteria — **147** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

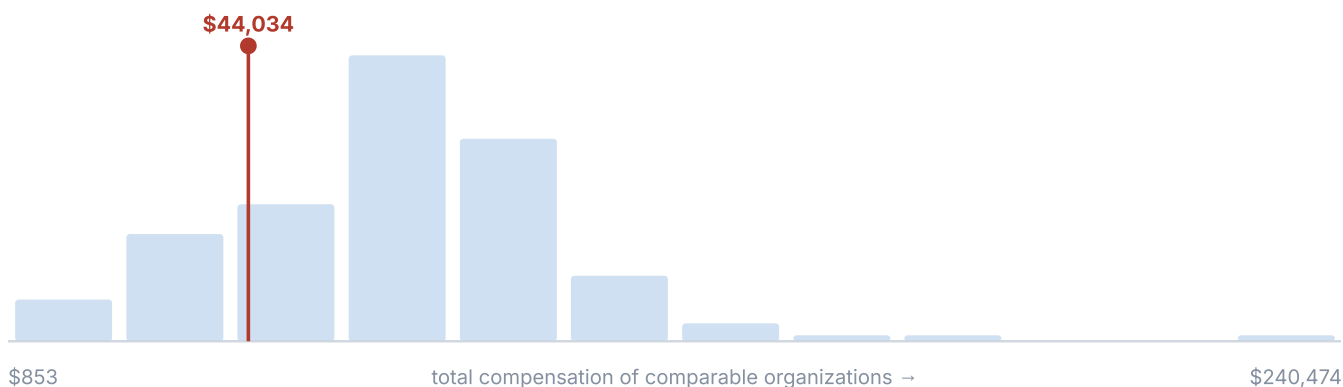
Benchmarked executive: Allison Burnett — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C300).
BUDGET	Total revenue between \$264,683 and \$592,575 — 0.67x to 1.50x the subject's \$395,050 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

147 organizations qualified on sector, size, and geography → **147** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,847	\$52,091	\$71,498	\$89,240	\$110,289	\$44,034
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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 MD 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
Putnam Land Conservancy Inc	FL	\$394,090	Ceo & Conservation Director	\$64,167	\$62,627	2024
Friends Of Baxter State Park	ME	\$396,313	Executive Director	\$92,805	\$96,548	2024
Maui Ocean Center Marine Institute	HI	\$393,546	Executive Di	\$67,676	\$62,950	2024
Community Cloud Forest Conservation	MN	\$390,975	Co-chair	\$36,241	\$37,204	2024
Change Is Simple Inc	MA	\$399,789	Executive Director	\$75,368	\$72,442	2023
Mt Mountain Mamas	MT	\$389,821	Executive Dir.	\$80,000	\$89,593	2024
Science & Environmental Council Of	FL	\$387,494	Executive Director	\$24,000	\$24,116	2023
Ocean Futures Society Inc	CA	\$384,635	President	\$81,210	\$75,007	2023
Friends Of Illinois Nature Preserves	IL	\$405,851	Executive Director	\$70,000	\$71,498	2024
Otsego County Conservation	NY	\$383,328	Executive Dir.	\$69,904	\$65,626	2024
Fungi Foundation Inc	NY	\$407,817	Chief Executive Director	\$58,336	\$54,766	2024
Yellow Dog Community And Conservation	MT	\$409,274	Executive Dir	\$80,315	\$89,946	2024
Fox Haven Center Inc	MD	\$410,766	Director Of Operations And	\$67,332	\$65,400	2024
Cahaba Riverkeeper Inc	AL	\$378,985	Employee	\$75,833	\$85,115	2024
Chattanooga Audubon Society	TN	\$411,485	Executive Director	\$53,385	\$58,300	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Resilience Alliance Inc	MA	\$377,838	Clerk, Treasurer And Ed	\$11,468	\$10,707	2024
For A Better Bayou	LA	\$377,663	Executive Director	\$84,000	\$96,097	2024
North Dakota Private Grazing Lands	ND	\$414,512	Past Chairma	\$22,112	\$25,955	2023
Upper Peninsula Rc & D	MI	\$416,725	Executive Di	\$8,293	\$8,893	2024
Clean River Project Inc	MA	\$418,111	President	\$57,300	\$55,076	2023
Whiteswan Environmental We	WA	\$418,324	Executive Director	\$92,322	\$85,875	2024
Grand Canyon River Guides Inc	AZ	\$418,618	Executive Director	\$63,954	\$62,254	2025
Partnership For The National Trails	DC	\$418,939	Executive Director	\$105,380	\$96,075	2024
Wachiska Audubon Society Inc	NE	\$421,211	Executive Di	\$70,404	\$78,672	2024
Eel River Recovery Project Inc	CA	\$368,368	Board Chair	\$78,325	\$72,343	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **147** organizations. Compensation range \$853–\$240,474; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$395,050); for reference, expenses \$628,102 and assets \$573,389. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Allison Burnett, reported title " <i>EXECUTIVE DI</i> ", 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.
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	18 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	17 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 (Allison Burnett) 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 147 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,034 is reasonable (approximately the 18th 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.