

Species Survival Network

Executive Director / CEO

EIN 522133713

MD · NTEE C30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ann Michels, Executive Director / CEO** (\$65,232) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

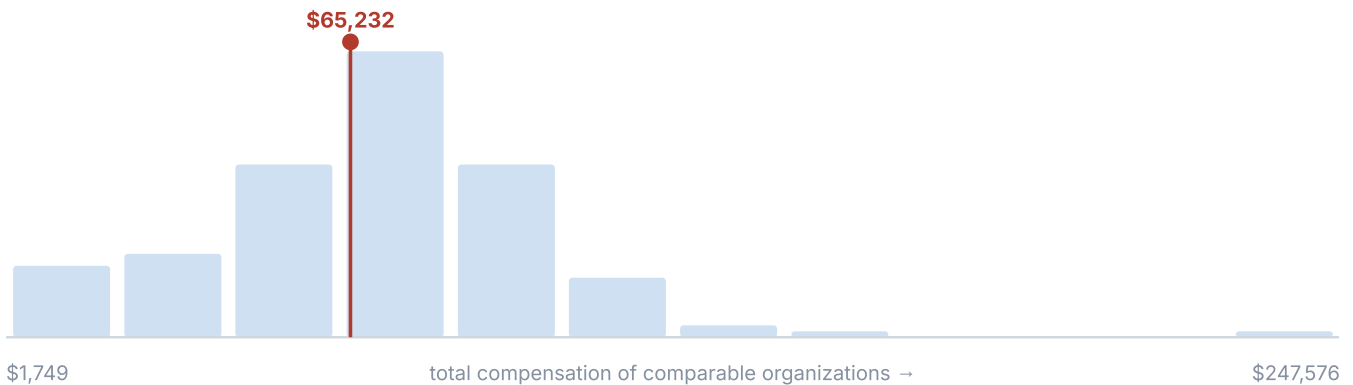
Benchmarked executive: Ann Michels — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$232,106 and \$519,642 — 0.67x to 1.50x the subject's \$346,428 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

146 organizations qualified on sector, size, and geography → **146** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,461	\$49,437	\$69,000	\$87,677	\$100,153	\$65,232
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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
Friends Of Arches&canyonlands Parks	UT	\$346,985	Executive Di	\$69,823	\$76,438	2024
The Go Green Initiative Association	CA	\$343,699	Founder And Ceo	\$85,000	\$78,508	2024
Healthy Flint Research Coordinating Cent	MI	\$343,199	Co-director	\$75,005	\$82,808	2024
Southwest Iowa Nature Trails	IA	\$352,427	Executive Di	\$18,920	\$22,159	2024
City Grazing	CA	\$353,251	Executive Director	\$11,721	\$10,826	2024
Calhoun County Resource Watch	TX	\$336,943	President	\$8,700	\$9,309	2024
Mahwah Environmental Volunteers	NJ	\$335,230	Executive Dir.	\$61,660	\$58,886	2024
Coalition For Susitna Dam Alternatives	AK	\$334,038	Executive Director 1/1/24-7/31/24	\$96,688	\$98,875	2024
Rendezvous Lands Conservancy	WY	\$334,011	Coo/cfo	\$20,104	\$22,433	2025
Edenacres Environmental Education	OR	\$333,368	Executive Director	\$52,768	\$52,415	2024
Grow Native Massachusetts Inc	MA	\$359,550	Executive Di	\$111,000	\$106,691	2024
E Inc	MA	\$359,622	Executive Di	\$58,556	\$54,833	2025
Vibe Tribe Adventures	CO	\$360,098	Ceo	\$57,791	\$61,024	2023
The Crest	OR	\$360,557	Executive Director	\$66,333	\$65,890	2024
Collective Oyster Recycling &	CT	\$332,167	Director	\$35,962	\$36,066	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Corkscrew Regional Ecosystem Watershed Land & Wate	FL	\$361,353	Executive Director	\$91,491	\$91,933	2024
Alaska Whale Foundation	AK	\$331,469	Executive Director	\$92,083	\$94,166	2024
Living Observatory Inc	MA	\$364,058	Director	\$42,388	\$40,743	2024
Friends Of The Delaware Canal Inc	PA	\$364,269	Executive Di	\$81,900	\$87,360	2024
Billings Trailnet	MT	\$364,583	Executive Director	\$75,323	\$89,412	2023
Alliance For The Wild Rockies Inc	MT	\$364,633	Executive Director/treasur	\$105,808	\$121,996	2024
Rivanna Conservation Alliance	VA	\$364,992	Executive Director	\$32,296	\$34,340	2023
Wildlife Ecology Institute	MT	\$327,259	Executive Dir.	\$100,039	\$115,344	2024
Oahu Agriculture And Conservation Assoc	HI	\$325,224	Executive Dir.	\$95,881	\$91,820	2024
Eel River Recovery Project Inc	CA	\$368,368	Board Chair	\$78,325	\$74,480	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 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 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 **146** organizations. Compensation range \$1,749–\$247,576; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$346,428); for reference, expenses \$237,762 and assets \$355,664.

ROLE MATCH	Ann Michels, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	45 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	42 nd

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 (Ann Michels) 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 146 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,232 is reasonable (approximately the 45th 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.