

Alliance For Int'l Reforestation

Executive Director / CEO

EIN 593062311
 GA · NTEE C360
 FY ending 2024-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Cecilia Ramirez, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **797** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Cecilia Ramirez — reported title "EXEC. DIR. G", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C360).
BUDGET	Total revenue between \$313,704 and \$702,322 — 0.67x to 1.50x the subject's \$468,215 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

797 organizations qualified on sector, size, and geography → **797** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,975	\$49,806	\$72,997	\$95,450	\$122,580	\$30,000
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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 GA 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
Alaska Farmland Trust Corporation	AK	\$468,026	Executive Director (07/01/23-05/22/24)	\$100,458	\$95,519	2024
Massenergize Inc	MA	\$468,469	Executive Director	\$100,730	\$90,024	2024
Arkansas River Watershed Collaborative	CO	\$467,784	Executive Director	\$84,464	\$80,549	2024
Boulder Outdoor Survival School	UT	\$468,884	Executive Dir.	\$54,998	\$55,982	2024
Wild Salmon Rivers	WA	\$469,104	Executive Director/secretary	\$56,250	\$51,565	2023
Tall Pines Conservancy	WI	\$469,217	Executive Director	\$104,476	\$111,721	2023
The National Loon Center Foundation Inc	MN	\$466,947	Executive Director	\$149,043	\$146,468	2024
Hub404 Conservancy Inc	GA	\$466,925	Executive Dir.	\$139,067	\$139,067	2024
Cora Hartshorn Arboretum &	NJ	\$469,775	Executive Director	\$88,400	\$78,497	2024
Sustainable Finger Lakes Inc	NY	\$466,274	President	\$72,800	\$65,425	2024
Calapooia Watershed Council	OR	\$470,356	Executive Dir.	\$82,683	\$76,365	2024
International Association For Near-death	NC	\$470,449	Executive Dir.	\$13,740	\$14,120	2024
California Urban Forests Council	CA	\$470,825	Exec Director	\$118,833	\$102,053	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Buffalo Field Campaign Inc	MT	\$471,062	President	\$7,789	\$8,350	2024
Litchfield Land Trust Inc	CT	\$471,144	Executive Dir.	\$18,944	\$18,187	2023
Sol Nation Inc	NC	\$471,247	Executive Director	\$103,833	\$106,702	2024
Cape Fear River Watch	NC	\$471,332	Executive Director	\$68,855	\$70,757	2024
Energy Smart Colorado Inc	CO	\$471,593	Executive Di	\$105,706	\$103,784	2023
Congaree Land Trust	SC	\$464,575	Executive Di	\$83,355	\$89,040	2023
Williamstown Rural Lands Foundation	MA	\$472,030	Executive Di	\$77,368	\$69,145	2024
Minnesota Environmental Partnership	MN	\$464,205	Executive Director	\$154,029	\$151,368	2024
American Society Of Adaptation	MI	\$464,079	Contracted Exec. Dir (Thru 10/22)	\$118,463	\$125,199	2023
Recraft Creative Reuse Center	SC	\$472,404	Member At Large, Board Of Directors; Executive Director	\$52,000	\$53,953	2024
Crown Point Ecology Center	OH	\$472,479	Frmr Exec Di	\$66,893	\$70,464	2024
Brighter Green Inc	NY	\$463,273	Executive Di	\$35,000	\$32,384	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	797 organizations. Compensation range \$303–\$861,903; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$468,215); for reference, expenses \$351,151 and assets \$854,764.
ROLE MATCH	Cecilia Ramirez, reported title "EXEC. DIR. G", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	14 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	12 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 (Cecilia Ramirez) 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 13, 2026, comparing compensation against 797 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 14th 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 13, 2026.