

Amazon Center For Environmental

Executive Director / CEO

EIN 631045786

PA · NTEE Q055

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Rachel Bouck, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Rachel Bouck — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q055).

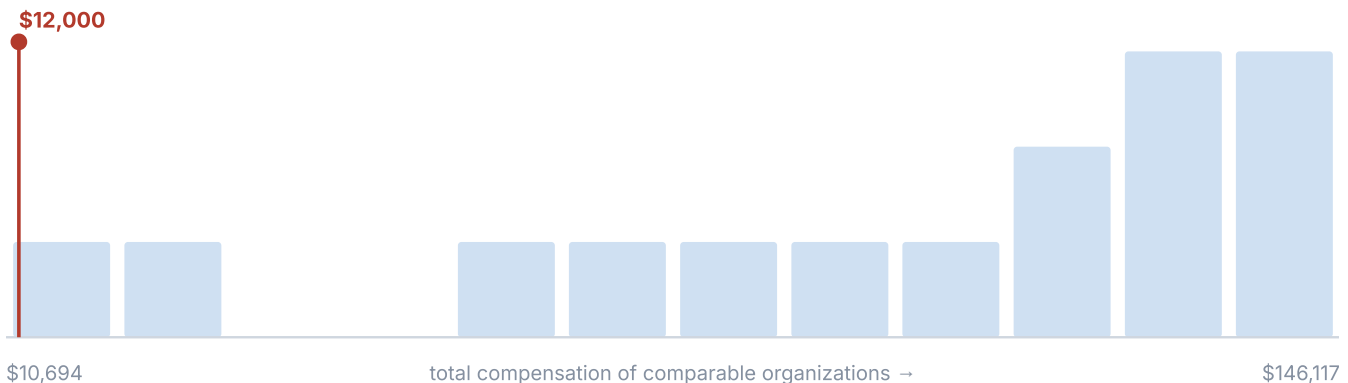
BUDGET Total revenue between \$204,256 and \$457,291 — 0.67x to 1.50x the subject's \$304,861 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q05), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$42,638	\$75,882	\$114,331	\$128,141	\$144,239	\$12,000
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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 PA 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
World Affairs Council Of New Hampshire	NH	\$321,406	Executive Director	\$97,060	\$92,525	2023
Reinventing Bretton Woods Foundation	NY	\$322,194	President & Executive Director	\$158,000	\$143,169	2024
Middle East Policy Council	DC	\$286,336	Executive Director	\$160,000	\$144,953	2023
Global Development Network Inc	VA	\$285,999	President Until December 2022	\$10,728	\$10,694	2023
The World Affairs Council Of San Antonio	TX	\$330,189	Executive Director	\$113,979	\$114,331	2024
Institute For Food And Development Policy Inc	CA	\$269,887	Executive Director - Until 05/22/2023	\$146,731	\$130,807	2023
Armenian National Institute Inc	DC	\$255,188	Director	\$31,693	\$28,712	2023
Nautilus Of America Inc	CA	\$250,590	Executive Dir.	\$133,007	\$118,572	2023
Development Data Lab Inc	DC	\$360,545	Executive Director	\$138,500	\$125,475	2023
World Affairs Council Of Arizona Inc	AZ	\$238,456	Executive Director	\$81,003	\$80,426	2023
The 1990 Institute	CA	\$374,677	Executive Director	\$73,365	\$63,527	2024
Policy And Economic Research	NC	\$230,371	President	\$66,875	\$71,338	2023
Womens Foreign Policy Group Inc	DC	\$379,621	Executive Director	\$137,770	\$124,813	2023
Women Forward International	CA	\$394,405	President & Executive Dire	\$168,746	\$146,117	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Transnational Environmental Accountability Inc	MD	\$426,160	President	\$113,600	\$109,645	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	15 organizations. Compensation range \$10,694–\$146,117; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$304,861); for reference, expenses \$192,265 and assets \$311,014.
ROLE MATCH	Rachel Bouck, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	0 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 (Rachel Bouck) 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 15 similarly situated organizations (Same NTEE sector (Q05), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 7th 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.