

Conservation Alabama

Executive Director / CEO

EIN 631221685

AL · NTEE C01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James Bradley Davidson, Executive Director / CEO** (\$70,990) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: James Bradley Davidson — 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 (C01).

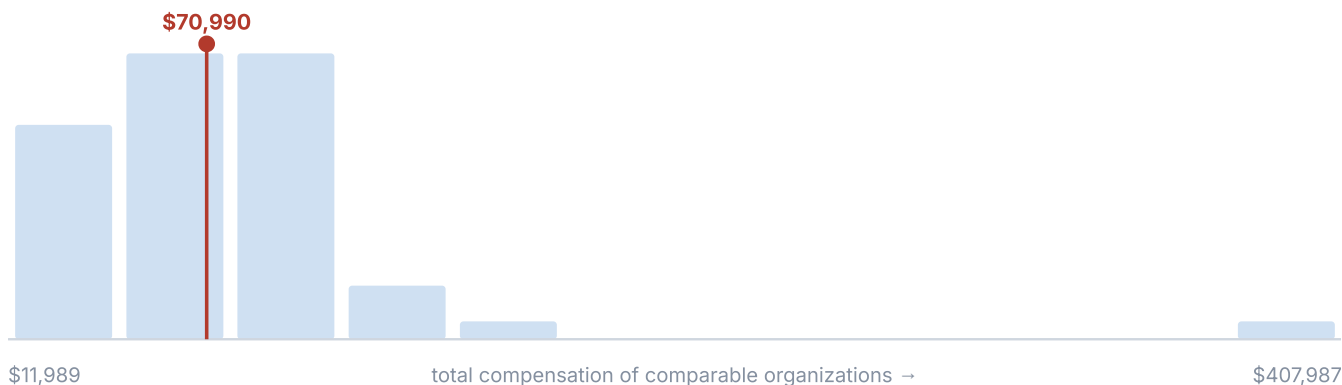
BUDGET Total revenue between \$245,155 and \$548,854 — 0.67x to 1.50x the subject's \$365,903 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C01), nationwide + budget 0.67–1.5x revenue.

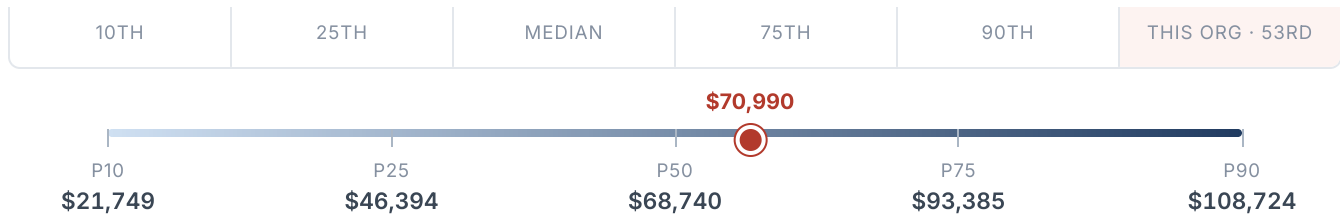
49 organizations qualified on sector, size, and geography

→ **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,749	\$46,394	\$68,740	\$93,385	\$108,724	\$70,990
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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 AL 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
Georgia Tree Council Inc	GA	\$343,033	Executive Di	\$72,663	\$67,628	2024
Childhood Lead Action Project	RI	\$394,175	Executive Director	\$69,270	\$61,482	2024
Arkansas Environmental Federation Inc	AR	\$402,813	Executive Director	\$97,554	\$104,499	2023
Fossil Free California	CA	\$327,050	Executive Dir.	\$79,782	\$65,653	2023
Grace Hudowalski Charitable Trust	ME	\$407,041	Trustee	\$54,000	\$51,530	2023
Yaak Valley Forest Council	MT	\$410,680	Executive Di	\$16,828	\$16,791	2024
San Francisco Bicycle Coalition	CA	\$413,193	Executive Dir.	\$163,249	\$130,483	2024
Texas Solar Energy Society Inc	TX	\$318,355	Executive Director	\$95,461	\$88,390	2024
People Against Litter	MS	\$317,549	Exec Dir	\$66,678	\$68,740	2024
Great Rivers Habitat Alliance	MO	\$415,631	Executive Di	\$151,408	\$152,824	2023
Urban Water Institute Inc	CA	\$418,696	Executive Dir.	\$48,430	\$38,710	2024
Climate Finance Action Inc	MA	\$305,460	President	\$29,077	\$24,186	2024
Western Leaders Network	CO	\$432,415	Executive Dir.	\$110,053	\$97,680	2024
Paddle For Peace	CA	\$297,088	Ceo	\$110,000	\$87,922	2024
Seneca Lake Guardian Inc	NY	\$296,597	President	\$26,000	\$22,390	2023
Flathead Lakers Inc	MT	\$291,237	Executive Director	\$35,025	\$34,947	2024
Rochester Ecology Partners Inc	NY	\$444,273	Executive Director	\$59,112	\$49,443	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Snake River Waterkeeper Inc	ID	\$444,677	Executive Dir.	\$402,446	\$407,987	2023
Bluedot Institute Inc	CA	\$445,571	Executive Director	\$74,712	\$59,717	2024
Roaring Fork Valley Wildfire Collaborative	CO	\$448,807	Executive Director	\$90,000	\$79,882	2024
Climate Jobs Massachusetts Inc	MA	\$280,619	Executive Director	\$112,270	\$93,385	2024
Purgatoire Watershed Partnership	CO	\$277,444	Executive Di	\$83,113	\$73,769	2024
Powder River Basin Resource Council	WY	\$463,151	Executive Di	\$41,543	\$41,177	2024
Brighter Green Inc	NY	\$463,273	Executive Di	\$35,000	\$30,140	2023
Minnesota Environmental Partnership	MN	\$464,205	Executive Director	\$154,029	\$140,880	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	49 organizations. Compensation range \$11,989–\$407,987; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$365,903); for reference, expenses \$269,537 and assets \$154,560.
ROLE MATCH	James Bradley Davidson, reported title <i>"Executive Director"</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.

OUTLIERS 1 peer 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	53 rd
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	53 rd

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 (James Bradley Davidson) 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 49 similarly situated organizations (Same NTEE sector (C01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,990 is reasonable (approximately the 53rd 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.