

# Friends Of The Mariana Trench

Executive Director / CEO

EIN 660896909

MP · NTEE C30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laurie Peterka, Executive Director / CEO** (\$45,866) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (C30).

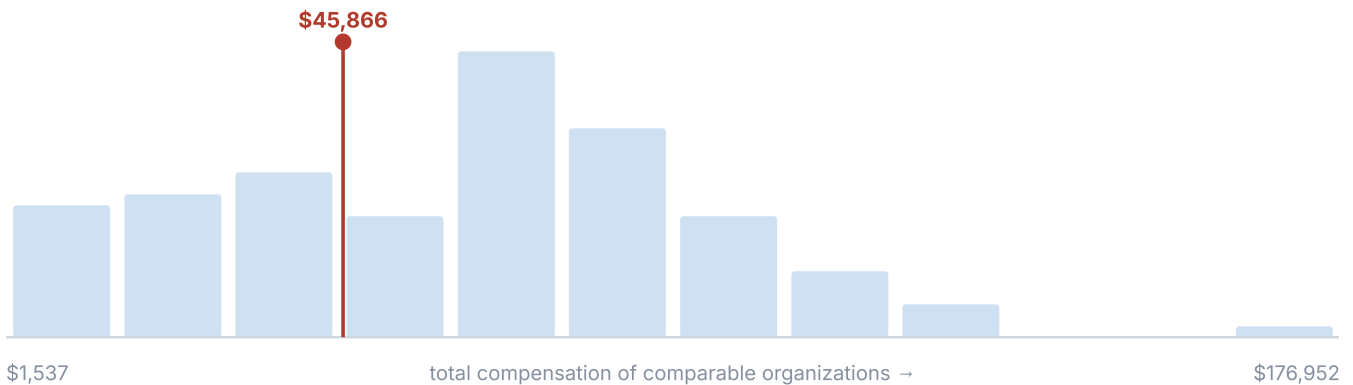
**BUDGET** Total revenue between \$164,803 and \$368,964 — 0.67x to 1.50x the subject's \$245,976 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

**117** organizations qualified on sector, size, and geography

→ **117** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,452	\$35,962	\$63,811	\$79,508	\$99,320	\$45,866
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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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Transformers Foundation Inc</a>	NY	\$246,889	Executive Director	\$20,000	<b>\$20,000</b>	2024
<a href="#">Iowa Interfaith Power And Light</a>	IA	\$247,131	Exe Director	\$76,354	<b>\$76,354</b>	2024
<a href="#">Indigenous Peoples Council For</a>	AK	\$244,580	Executive Dir.	\$57,830	<b>\$57,830</b>	2024
<a href="#">Methow Valley Trails Collaborative</a>	WA	\$244,446	Executive Director	\$51,076	<b>\$51,076</b>	2024
<a href="#">Southwest Idaho Resource Conservation</a>	ID	\$247,600	Member	\$1,493	<b>\$1,537</b>	2023
<a href="#">Conservation Council For Hawaii</a>	HI	\$247,699	Exectuvie Di	\$75,000	<b>\$75,000</b>	2024
<a href="#">Colorado Native Plant Society</a>	CO	\$243,936	-	\$60,962	<b>\$62,763</b>	2023
<a href="#">Willowbrook Economic Development</a>	IL	\$249,001	Executive Dir.	\$92,520	<b>\$90,135</b>	2025
<a href="#">Wisconsin Association Of Lakes Inc</a>	WI	\$249,630	Executive Director	\$71,436	<b>\$73,546</b>	2023
<a href="#">Action Center Inc</a>	PA	\$242,260	Executive Director	\$58,933	<b>\$60,674</b>	2023
<a href="#">Nevada Preservation Foundation</a>	NV	\$250,283	President	\$12,375	<b>\$12,375</b>	2024
<a href="#">Sierra County Land Trust</a>	CA	\$241,176	Secretary/tr	\$36,000	<b>\$36,000</b>	2024
<a href="#">Missouri State Parks Foundation Inc</a>	MO	\$240,020	Executive Director	\$75,460	<b>\$75,460</b>	2024
<a href="#">Green Mountain Conservation Group</a>	NH	\$239,655	Executive Director	\$71,725	<b>\$73,844</b>	2023
<a href="#">People And Pollinators Action</a>	CO	\$253,840	Executive Di	\$63,585	<b>\$63,585</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lake Erie Islands Conservancy</a>	OH	\$255,106	Chair	\$16,000	<b>\$16,000</b>	2024
<a href="#">Harris Ranch Wildlife Mitigation Association Inc</a>	ID	\$256,059	Conservation Director	\$53,856	<b>\$53,856</b>	2024
<a href="#">Water Climate Trust</a>	CA	\$256,351	Executive Director	\$81,000	<b>\$83,393</b>	2023
<a href="#">Communitopia</a>	PA	\$233,566	Executive Dir.	\$60,853	<b>\$60,853</b>	2024
<a href="#">Coast Ridge Community Forest</a>	CA	\$258,775	Executive Dir.	\$16,465	<b>\$16,951</b>	2023
<a href="#">Bear Lake Watch</a>	UT	\$259,252	Past Exec. Dir.	\$37,912	<b>\$39,032</b>	2023
<a href="#">Friends Of Huddart &amp; Wunderlich Parks</a>	CA	\$260,144	Program Director	\$75,000	<b>\$73,067</b>	2025
<a href="#">Passivhausmaine</a>	ME	\$231,619	Executive Director	\$72,995	<b>\$75,151</b>	2023
<a href="#">Fabien Cousteau Ocean Learning Center I</a>	NY	\$231,005	President/founder	\$92,223	<b>\$98,840</b>	2022
<a href="#">People &amp; Plants International Inc</a>	VT	\$261,027	Co-director	\$93,000	<b>\$93,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MP 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. 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	117 organizations. Compensation range \$1,537–\$176,952; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$245,976); for reference, expenses \$280,452 and assets \$165,372.
ROLE MATCH	Laurie Peterka, reported title " <i>Executive Dir.</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	34 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	34 <sup>th</sup>
Reportable pay only (column D), adjusted	34 <sup>th</sup>
All sources (D + E + F), adjusted	32 <sup>nd</sup>

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 (Laurie Peterka) 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 117 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,866 is reasonable (approximately the 34<sup>th</sup> 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.