

Klamath Outdoor Science School

Executive Director / CEO

EIN 710958638

OR · NTEE U30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Natalie Dinenzo, Executive Director / CEO** (\$56,293) against **every comparable organization** that fit the selection criteria — **99** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Natalie Dinenzo — reported title "Assistant Executive Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (U30).

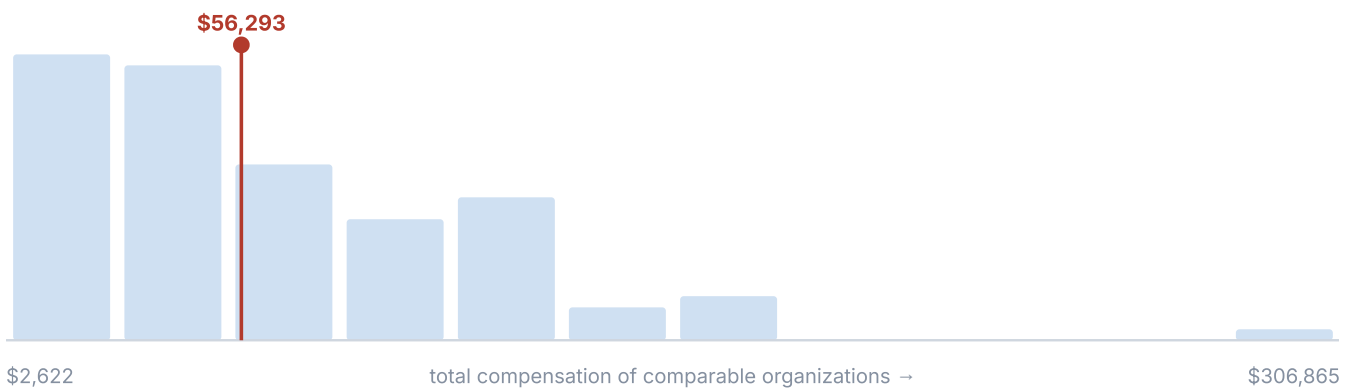
BUDGET Total revenue between \$154,426 and \$345,730 — 0.67x to 1.50x the subject's \$230,487 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

99 organizations qualified on sector, size, and geography

→ **99** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,955	\$26,603	\$49,651	\$94,392	\$118,109	\$56,293
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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 OR 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
Riseup Labs	WA	\$231,709	Treasurer	\$13,202	\$12,728	2023
Sarah Mack Scicomm Inc	PA	\$227,239	Executive Director	\$118,065	\$123,147	2024
Fresh Pond Research Institute Inc	MA	\$234,990	President	\$57,000	\$53,574	2024
Advanced Heliophysics	CA	\$235,524	President Ceo	\$122,018	\$113,457	2023
American Technical Education Association	MN	\$224,689	Executive Dir.	\$98,108	\$101,394	2024
At The Epicenter	CO	\$223,582	Diretor	\$4,500	\$4,646	2023
Mississippi Engineering Society	MS	\$237,479	Executive Director	\$48,126	\$56,062	2024
The Plastic Ocean Project Inc	NC	\$237,608	Executive Director	\$7,666	\$8,285	2024
Northern Research Technical Assistance Center	CO	\$237,609	President	\$15,019	\$15,508	2023
The Lawn Institute Foundation	IL	\$223,122	Executive Director	\$10,775	\$11,407	2023
Rocky Mtn Mathematics Consortium I	AZ	\$222,354	President	\$105,194	\$105,814	2024
Median Foundation	CA	\$221,309	Director, Secretary	\$31,950	\$29,708	2023
Tek Collaborative Inc	MA	\$221,205	President	\$95,250	\$92,169	2023
Metaverse Standards Forum Inc	OR	\$220,420	Executive Director	\$54,360	\$54,360	2023
Washington State Academy Of Sciences	WA	\$218,480	Executive Director	\$9,962	\$9,329	2024
Octo	WA	\$215,773	Director And President	\$110,000	\$103,007	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Talkstem	TX	\$213,328	Ceo	\$53,505	\$55,980	2024
The Micropaleontology Press	NY	\$247,984	Exe. Editor	\$52,000	\$49,147	2024
Native Skywatchers Incorporated	MN	\$212,233	Director	\$101,409	\$107,902	2023
Cultural Heritage Imaging	CA	\$249,370	President	\$48,750	\$44,029	2024
Council Of Professional Associations On	DC	\$211,529	Executive Director	\$190,928	\$175,240	2024
Cyberdrone Challenge	MD	\$250,002	Treasurer	\$10,000	\$9,778	2024
Transparency Coalition Action Fund	WA	\$250,168	Chair	\$30,000	\$28,923	2023
Engineering Change Lab - Usa	NE	\$251,213	President Executive Director	\$62,400	\$72,271	2023
The Soul Phone Foundation	OH	\$251,286	President, Director	\$48,000	\$54,745	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR cost of living and 2023 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 OR 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 99 organizations. Compensation range \$2,622–\$306,865; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$230,487); for reference, expenses \$259,615 and assets \$481,840.

ROLE MATCH Natalie Dinenzo, reported title *"Assistant Executive Director"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 13 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	59 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	49 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 (Natalie Dinunno) 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 99 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,293 is reasonable (approximately the 59th 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.