

The Urban Conservancy

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dana Eness, Executive Director / CEO** (\$106,463) 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 **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Dana Eness — 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 (S31).

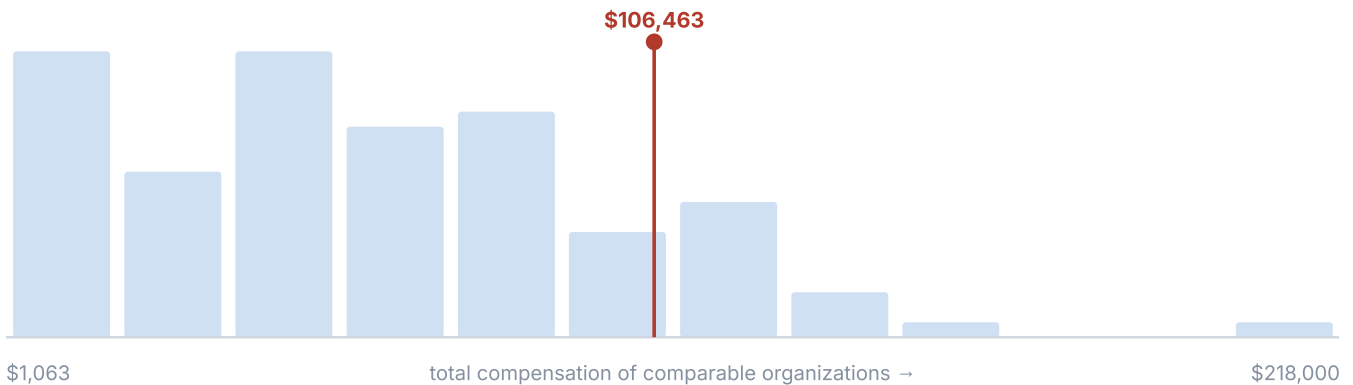
BUDGET Total revenue between \$232,412 and \$520,326 — 0.67x to 1.50x the subject's \$346,884 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S31), 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



\$9,263	\$28,249	\$57,405	\$83,945	\$115,214	\$106,463
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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 LA 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
Plano Improvement Corporation	TX	\$344,804	President	\$63,191	\$57,405	2024
Stockyards Preservation Foundation Of Fort Worth	TX	\$349,457	Secretary & Treasurer	\$6,000	\$5,451	2024
Havenwoods Neighborhood Partnership Inc	WI	\$349,541	Executive Director	\$86,084	\$84,058	2023
St Bernard Economic Development Foundat	LA	\$343,130	Ceo	\$130,500	\$134,355	2023
The Experience Community Development Corp	CA	\$353,065	Crawford, Director	\$51,624	\$40,483	2024
Springfield Cultural Partnership Inc	MA	\$340,593	Exec Director	\$93,855	\$74,619	2025
Renewable Manufacturing Gateway	PA	\$340,108	Executive Director	\$87,400	\$79,153	2024
West Lakes Partnership Inc	FL	\$339,188	Executive Di	\$89,000	\$75,929	2024
Okmulgee Area Development Corp	OK	\$354,623	Former Exec Dir	\$25,600	\$25,600	2024
West Line Corridor Collaborative	CO	\$337,562	Executive Director	\$108,000	\$94,047	2024
Forward Foundation Inc	WI	\$356,970	President (Until 3/1/24)	\$6,011	\$5,554	2025
Bee Area Partnership Inc	TX	\$336,125	Ceo	\$143,750	\$134,445	2023
Redec Relending Corporation	NY	\$357,766	President	\$9,491	\$7,789	2024
Washington Heights And Inwood	NY	\$332,663	Executive Director	\$115,195	\$97,325	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Penn's Northeast Inc	PA	\$332,073	President/ceo	\$140,538	\$123,996	2025
Borderplex Bi-national Economic	TX	\$365,089	Ceo	\$13,770	\$12,509	2024
Vaya Verde	NM	\$328,170	Executive Di	\$68,731	\$69,117	2023
District 6 Planning Council	MN	\$365,848	Executive Director	\$92,872	\$83,339	2024
Brightwood Development Corporation	MA	\$327,011	Clerk	\$16,300	\$13,695	2023
Opportunity Transformation Investments	IL	\$326,850	President	\$30,240	\$26,999	2024
Regional Economic Development	PA	\$323,611	President	\$67,544	\$61,171	2024
Maya Economic Development Corporation	NE	\$371,950	Ceo/director	\$1,057	\$1,063	2023
Algiers Economic Development Foundation	LA	\$318,937	Former Executive Director	\$72,042	\$70,185	2025
Boston Farms Community Land Trust Inc	MA	\$374,952	Clerk	\$89,071	\$77,904	2022
Aerozone Alliance	OH	\$314,982	Executive Director	\$226,641	\$218,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 \$1,063–\$218,000; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$346,884); for reference, expenses \$395,157 and assets \$516,426.
ROLE MATCH	Dana Eness, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 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	86 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	74 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 (Dana Eness) 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 sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,463 is reasonable (approximately the 86th 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.