

United Prairie Foundation Incorporated

Executive Director / CEO

EIN 770639875
 ND · NTEE C27
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **John A Devries, Executive Director / CEO** (\$17,091) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

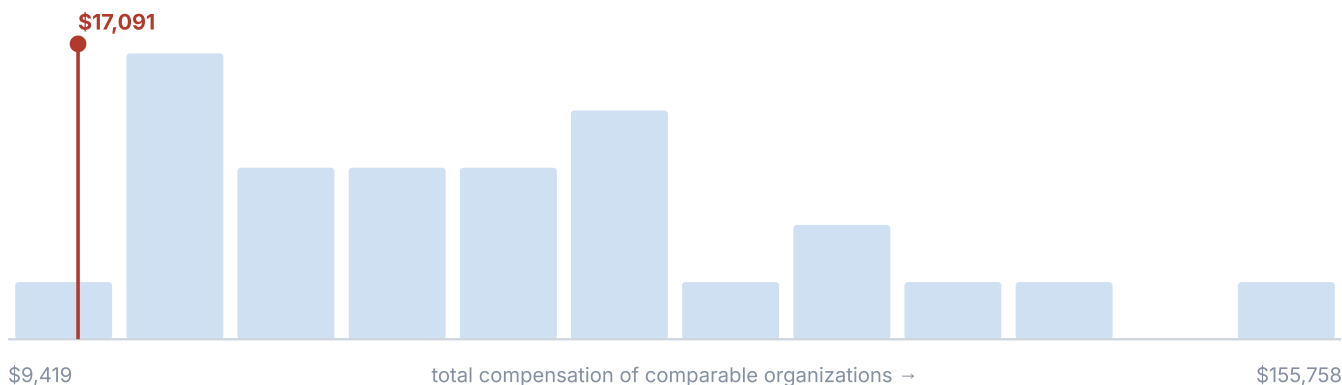
Benchmarked executive: John A Devries — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (C27).
- BUDGET** Total revenue between \$274,025 and \$613,489 — 0.67x to 1.50x the subject's \$408,993 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (C27), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,425	\$33,898	\$58,864	\$79,237	\$110,543	\$17,091
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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 ND 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
The Experimental Farm Network Cooperative	PA	\$418,328	Co-director/board Member	\$86,000	\$75,908	2024
Carolina Recycling Association	SC	\$389,773	Executive Di	\$73,079	\$67,479	2024
Wachusett Earthday Incorporated	MA	\$372,421	Executive Di	\$34,616	\$27,532	2024
Recreative Denver	CO	\$372,240	Executive Director	\$10,780	\$9,419	2023
Art Parts Creative Reuse Center	CO	\$447,493	Executive Director	\$61,752	\$53,957	2023
Pedal It Forward Nwa Inc	AR	\$450,310	Executive Director	\$99,893	\$99,383	2024
Reuse It Center Inc	KS	\$365,928	Director	\$31,468	\$30,978	2023
Recraft Creative Reuse Center	SC	\$472,404	Member At Large, Board Of Directors; Executive Director	\$52,000	\$48,015	2024
Friends Of Guana Tolomato Matanzas	FL	\$479,661	Fmr Exec Dir	\$31,953	\$27,353	2023
The Building Conservation Trust	TX	\$489,214	President	\$102,521	\$93,450	2023
End Of Life Vehicle Solutions	MI	\$494,788	Executive Director	\$60,414	\$55,193	2024
Cement Kiln Recycling Coalition	VA	\$322,206	Executive Director	\$177,030	\$155,758	2023
Bk Rot Inc	NY	\$319,398	Executive Director	\$82,810	\$64,524	2025
Wild Farm Alliance	CA	\$509,019	Executive Director	\$74,809	\$58,864	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Habits Of Waste	CA	\$307,102	Founder, Director, President, Ed	\$133,943	\$102,370	2024
Our Hope	WA	\$521,795	President	\$41,550	\$33,898	2023
Cincinnati Recycling And Reuse Hub	OH	\$525,846	Executive Director	\$42,000	\$40,536	2023
Methow Recycles	WA	\$291,962	Executive Director	\$29,913	\$23,704	2024
Free Geek Twin Cities	MN	\$550,417	Executive Director	\$36,363	\$32,741	2023
Southeast Kansas Recycling Inc	KS	\$562,392	Operations Manager	\$36,420	\$34,825	2024
Great Burn Study Group	MT	\$565,929	Executive Dir.	\$83,051	\$79,237	2024
Circular Colorado Incorporated	CO	\$569,418	Presidentceo	\$143,751	\$122,002	2024
Northern Prairies Land Trust	SD	\$580,732	Board Member, Exec Director	\$78,923	\$77,094	2024
Kc Can Compost	MO	\$580,844	Executive Director	\$79,636	\$76,860	2023
The Great Pond Foundation Inc	MA	\$609,296	Executive Director	\$141,652	\$115,992	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND 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 ND 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 25 organizations. Compensation range \$9,419–\$155,758; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$408,993); for reference, expenses \$350,415 and assets \$288,062.
ROLE MATCH	John A Devries, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	4 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 (John A Devries) 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 25 similarly situated organizations (Same NTEE sector (C27), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,091 is reasonable (approximately the 4th 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.