

Mahwah Environmental Volunteers

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Violet Reed, Executive Director / CEO** (\$61,660) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

Benchmarked executive: Violet Reed — 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).

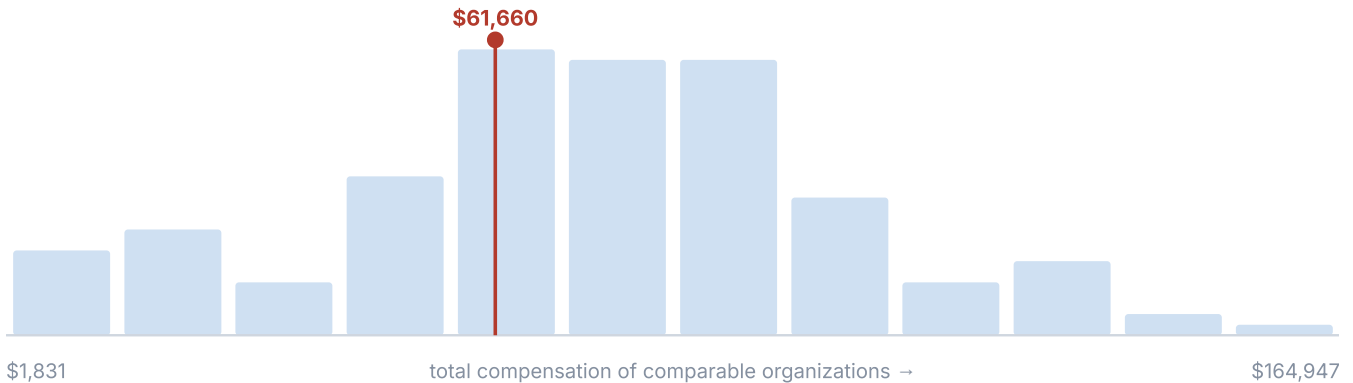
BUDGET Total revenue between \$224,604 and \$502,845 — 0.67x to 1.50x the subject's \$335,230 (the band tightens as size grows).

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

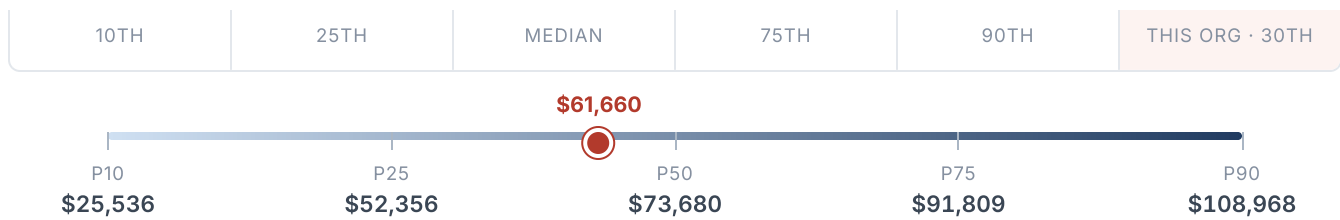
145 organizations qualified on sector, size, and geography

→ **145** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,536	\$52,356	\$73,680	\$91,809	\$108,968	\$61,660
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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 NJ 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
Coalition For Susitna Dam Alternatives	AK	\$334,038	Executive Director 1/1/24-7/31/24	\$96,688	\$103,533	2024
Rendezvous Lands Conservancy	WY	\$334,011	Coo/cfo	\$20,104	\$23,490	2025
Calhoun County Resource Watch	TX	\$336,943	President	\$8,700	\$9,747	2024
Edenacres Environmental Education	OR	\$333,368	Executive Director	\$52,768	\$54,885	2024
Collective Oyster Recycling &	CT	\$332,167	Director	\$35,962	\$37,765	2024
Alaska Whale Foundation	AK	\$331,469	Executive Director	\$92,083	\$98,602	2024
Healthy Flint Research Coordinating Cent	MI	\$343,199	Co-director	\$75,005	\$86,710	2024
Wildlife Ecology Institute	MT	\$327,259	Executive Dir.	\$100,039	\$120,779	2024
The Go Green Initiative Association	CA	\$343,699	Founder And Ceo	\$85,000	\$82,207	2024
Oahu Agriculture And Conservation Assoc	HI	\$325,224	Executive Dir.	\$95,881	\$96,146	2024
Species Survival Network	MD	\$346,428	Executive Director	\$65,232	\$68,305	2024
Friends Of Arches&canyonlands Parks	UT	\$346,985	Executive Di	\$69,823	\$80,039	2024
Middlesex Land Trust	CT	\$322,665	Executive Di	\$66,111	\$71,477	2023
Santa Barbara Audubon Society	CA	\$322,002	Executive Dir.	\$67,866	\$63,944	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Susquehanna Greenway Partnership	PA	\$320,810	Executive Di	\$76,336	\$87,780	2023
Pangeaseed Foundation	HI	\$319,879	Executive Director	\$77,227	\$79,728	2023
Southwest Iowa Nature Trails	IA	\$352,427	Executive Di	\$18,920	\$23,203	2024
City Grazing	CA	\$353,251	Executive Director	\$11,721	\$11,336	2024
Sustainability Matters Inc	VA	\$311,002	Executive Di	\$59,155	\$65,861	2023
Grow Native Massachusetts Inc	MA	\$359,550	Executive Di	\$111,000	\$111,718	2024
E Inc	MA	\$359,622	Executive Di	\$58,556	\$57,416	2025
Vibe Tribe Adventures	CO	\$360,098	Ceo	\$57,791	\$63,899	2023
Mountain Valleys Resource Conservation & Development Council	NC	\$310,347	Executive Director	\$44,122	\$51,061	2024
The Crest	OR	\$360,557	Executive Director	\$66,333	\$68,994	2024
Bucks County Audubon Society	PA	\$309,340	Executive Dir.	\$67,336	\$75,209	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **145** organizations. Compensation range \$1,831–\$164,947; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$335,230); for reference, expenses \$366,732 and assets \$116,985.
ROLE MATCH	Violet Reed, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	30 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	28 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 (Violet Reed) 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 145 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,660 is reasonable (approximately the 30th 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.