

The Glacier-two Medicine Alliance

Executive Director / CEO

EIN 810437595
 MT · NTEE C34
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Peter Metcalf, Executive Director / CEO** (\$67,500) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

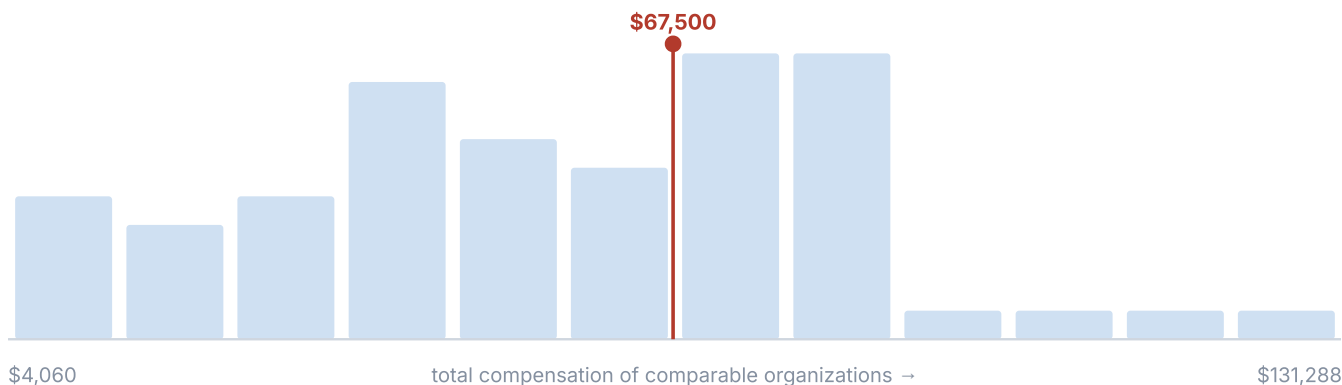
SECTOR Organizations sharing the subject's NTEE classification (C34).

BUDGET Total revenue between \$178,244 and \$399,054 — 0.67x to 1.50x the subject's \$266,036 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,968	\$36,658	\$57,861	\$76,092	\$83,843	\$67,500
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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 MT 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
Kahaluu Kuahewa	HI	\$264,425	Executive Di	\$57,793	\$46,624	2024
Land Trust Of The Treasure Valley	ID	\$263,019	Executive Director (1 Month)	\$84,000	\$82,897	2023
Wareham Land Trust Inc	MA	\$262,864	Executive Dir.	\$47,878	\$39,913	2023
Southeast Michigan Land Conservancy	MI	\$262,599	Executive Director	\$88,281	\$84,532	2023
Block Island Conservancy Inc	RI	\$269,646	Executive Director	\$53,365	\$46,109	2024
Land Conservation Foundation	IL	\$262,318	Executive Director	\$36,511	\$32,344	2024
Virginias United Land Trusts	VA	\$259,231	Executive Dir.	\$98,537	\$83,521	2025
Lincoln Land Conservation Trust	MA	\$279,228	Executive Director	\$22,520	\$18,235	2024
Permaculture Planet Us Ngo Foundation	WY	\$250,000	Executive Director	\$75,000	\$74,504	2023
Colibri Catalyst Inc	DC	\$250,000	Board Chair, Ceo - Gdi	\$37,814	\$29,900	2024
Wilton Land Conservation Trust	CT	\$247,293	Executive Director	\$92,500	\$80,458	2023
Great Plains Restoration Council	TX	\$247,029	Ex Dir/founder	\$83,116	\$74,917	2024
Sundance Nature Alliance	UT	\$285,075	Executive Di	\$75,000	\$69,167	2024
Waukesha County Land Conservancy Inc	WI	\$289,154	Executive Director	\$70,969	\$66,786	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dover Land Conservation Trust	MA	\$293,352	Executive Secretary	\$7,510	\$6,261	2023
Xa Kako Dile Inc	CA	\$238,623	Executive Director	\$28,016	\$22,443	2023
The Hillside Trust	OH	\$237,694	Executive Director	\$78,000	\$76,641	2023
Roaring Fork Safe Passages	CO	\$294,998	Executive Director	\$84,728	\$73,207	2024
Green Earth Inc	IL	\$236,353	Executive Dir.	\$43,667	\$37,686	2025
Oconee River Land Trust	GA	\$235,611	Exec Director	\$68,333	\$63,740	2023
Maine Wilderness Watershed Trust Inc	ME	\$231,548	Director	\$4,500	\$4,060	2024
Texas Land Trust Council	TX	\$300,632	Executive Director	\$141,477	\$131,288	2023
Indigenous Conservation Council	VA	\$302,230	Executive Director	\$43,333	\$37,701	2024
Trans Cascadia Inc	ID	\$229,395	President	\$5,164	\$4,950	2024
Cazenovia Preservation Foundation Inc	NY	\$305,388	Executive Director	\$43,875	\$36,780	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 60 organizations. Compensation range \$4,060–\$131,288; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$266,036); for reference, expenses \$237,727 and assets \$380,258.

ROLE MATCH Peter Metcalf, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	60 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	57 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 (Peter Metcalf) 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 60 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,500 is reasonable (approximately the 60th 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.