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Executive Director / CEO

EIN 810538394
 MT · NTEE C30
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kristi Drake, Executive Director / CEO** (\$75,323) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

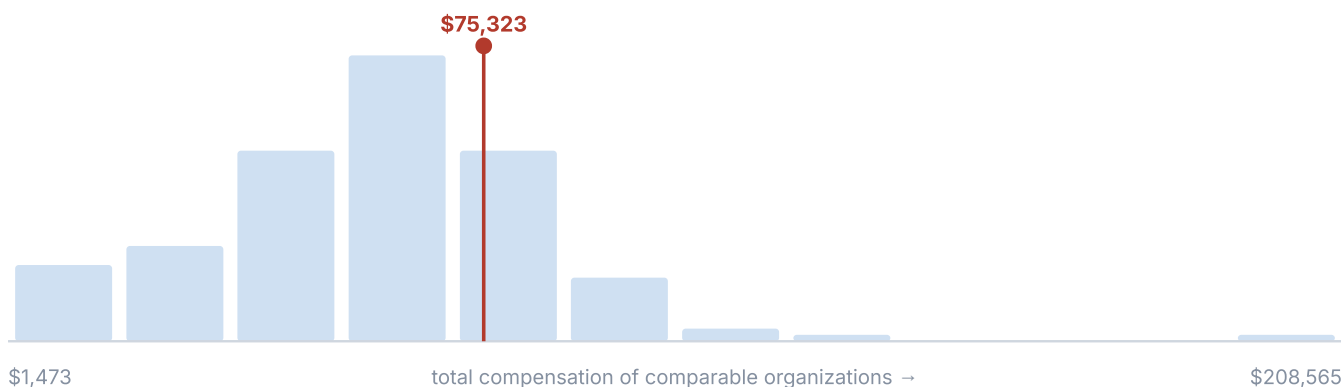
Benchmarked executive: Kristi Drake — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$244,270 and \$546,874 — 0.67x to 1.50x the subject's \$364,583 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

146 organizations qualified on sector, size, and geography → **146** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,607	\$41,647	\$58,127	\$75,085	\$85,628	\$75,323
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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
Alliance For The Wild Rockies Inc	MT	\$364,633	Executive Director/treasur	\$105,808	\$102,772	2024
Friends Of The Delaware Canal Inc	PA	\$364,269	Executive Di	\$81,900	\$73,594	2024
Rivanna Conservation Alliance	VA	\$364,992	Executive Director	\$32,296	\$28,928	2023
Living Observatory Inc	MA	\$364,058	Director	\$42,388	\$34,323	2024
Corkscrew Regional Ecosystem Watershed Land & Wate	FL	\$361,353	Executive Director	\$91,491	\$77,447	2024
Eel River Recovery Project Inc	CA	\$368,368	Board Chair	\$78,325	\$62,743	2023
The Crest	OR	\$360,557	Executive Director	\$66,333	\$55,507	2024
Vibe Tribe Adventures	CO	\$360,098	Ceo	\$57,791	\$51,408	2023
E Inc	MA	\$359,622	Executive Di	\$58,556	\$46,192	2025
Grow Native Massachusetts Inc	MA	\$359,550	Executive Di	\$111,000	\$89,879	2024
City Grazing	CA	\$353,251	Executive Director	\$11,721	\$9,120	2024
Southwest Iowa Nature Trails	IA	\$352,427	Executive Di	\$18,920	\$18,667	2024
For A Better Bayou	LA	\$377,663	Executive Director	\$84,000	\$83,346	2024
Resilience Alliance Inc	MA	\$377,838	Clerk, Treasurer And Ed	\$11,468	\$9,286	2024
Cahaba Riverkeeper Inc	AL	\$378,985	Employee	\$75,833	\$73,821	2024
Friends Of Arches&canyonlands Parks	UT	\$346,985	Executive Di	\$69,823	\$64,393	2024
Species Survival Network	MD	\$346,428	Executive Director	\$65,232	\$54,953	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Otsego County Conservation	NY	\$383,328	Executive Dir.	\$69,904	\$56,918	2024
Ocean Futures Society Inc	CA	\$384,635	President	\$81,210	\$65,055	2023
The Go Green Initiative Association	CA	\$343,699	Founder And Ceo	\$85,000	\$66,137	2024
Healthy Flint Research Coordinating Cent	MI	\$343,199	Co-director	\$75,005	\$69,759	2024
Science & Environmental Council Of	FL	\$387,494	Executive Director	\$24,000	\$20,916	2023
Mt Mountain Mamas	MT	\$389,821	Executive Dir.	\$80,000	\$77,705	2024
Community Cloud Forest Conservation	MN	\$390,975	Co-chair	\$36,241	\$32,268	2024
Calhoun County Resource Watch	TX	\$336,943	President	\$8,700	\$7,841	2024

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 146 organizations. Compensation range \$1,473–\$208,565; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$364,583); for reference, expenses \$197,287 and assets \$901,930. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Kristi Drake, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers 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	75 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	72 nd

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 (Kristi Drake) 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 146 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,323 is reasonable (approximately the 75th 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.