

Bees In The D

Executive Director / CEO

EIN 812548442

MI · NTEE C60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian M Roest-peterson, Executive Director / CEO** (\$69,735) against **every comparable organization** that fit the selection criteria — **95** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Brian M Roest-peterson — reported title “VICE-PRESIDENT/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (C60).

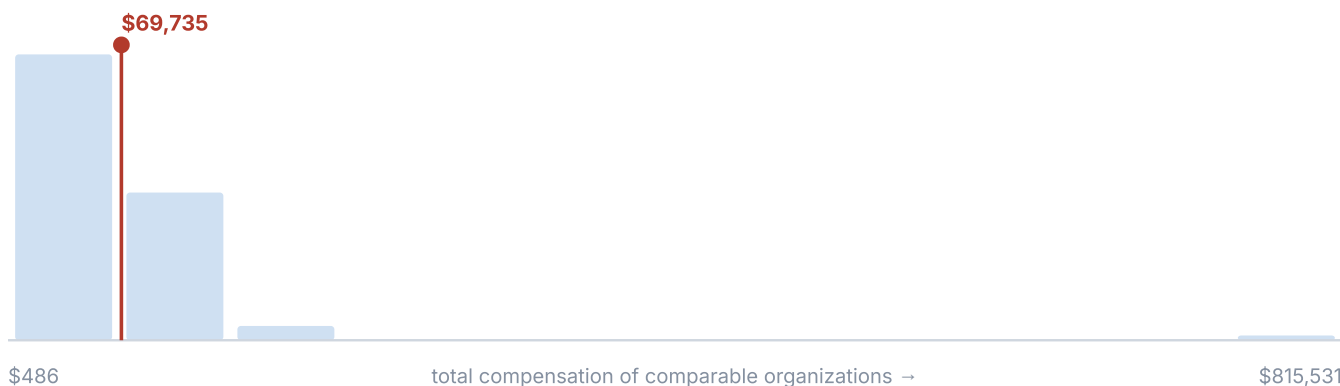
BUDGET Total revenue between \$261,758 and \$586,026 — 0.67x to 1.50x the subject's \$390,684 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

95 organizations qualified on sector, size, and geography

→ **95** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,429

\$40,647

\$61,083

\$77,347

\$98,893

\$69,735



● 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 MI 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
Earthroots Field School Inc	CA	\$391,713	Executive Director	\$27,335	\$22,212	2024
Wesselman Nature Society Inc	IN	\$396,745	Executive Director	\$63,785	\$63,299	2024
Blessed Earth Inc	KY	\$382,900	President	\$191,959	\$194,075	2024
Strawberry Hill Foundation Inc	PA	\$380,658	Executive Di	\$71,500	\$67,098	2024
The Outdoor Circle	HI	\$402,928	Executive Director	\$122,049	\$102,828	2024
Get Inspired	CA	\$403,267	President	\$110,000	\$89,385	2024
Pando Populus Inc	CA	\$377,928	President	\$112,500	\$91,416	2024
Rep Environmental Education Foundation	VA	\$377,331	President	\$129,446	\$117,616	2024
Climate Access Fund Corporation	MD	\$404,259	Ceo	\$156,583	\$137,759	2024
Torrey House Press	UT	\$405,952	Executive Director	\$69,650	\$69,063	2023
Georgia Arborist Association Inc	GA	\$374,382	Executive Di	\$74,282	\$70,286	2024
Vermont Wilderness School	VT	\$372,886	Executive Director	\$70,673	\$66,940	2024
30 Mile River Watershed Association	ME	\$408,868	Executive Director	\$100,722	\$94,910	2024
Habitatmap Incorporated	NY	\$370,978	Executive Di	\$23,000	\$19,558	2024
Green Beverly 107q Inc	MA	\$369,863	President	\$48,000	\$40,590	2024
Eastern Region Association Of Forest And Nature Schools	MD	\$364,438	Executive Director	\$76,916	\$69,668	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pilsen Enviromental Rights And Reform Organization	IL	\$363,375	President	\$1,950	\$1,804	2024
Craters Of The Moon Natural History Asso	ID	\$360,693	Executive Director	\$62,538	\$62,605	2024
Ecologik Institute	CA	\$421,600	President	\$18,270	\$14,846	2024
High Desert Horticultural Center	OR	\$358,304	Nursery Manager	\$31,603	\$27,618	2024
Cloud City Conservation Center	CO	\$424,000	Executive Di	\$77,650	\$72,136	2023
Greater Arkansas River Nature Assoc	CO	\$427,717	Executive Di	\$85,000	\$76,699	2024
Wsbz Farms	AR	\$429,747	Executive Dir.	\$53,550	\$58,317	2023
The Kiva Center	CO	\$351,466	Treasurer	\$59,750	\$53,915	2024
Always Choose Adventures	CO	\$350,083	Executive Di	\$8,100	\$7,309	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	95 organizations. Compensation range \$486–\$815,531; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$390,684); for reference, expenses \$416,971 and assets \$111,750.
ROLE MATCH	Brian M Roest-peterson, reported title "VICE-PRESIDENT/TREASURER", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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 5 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	66 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	65 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 (Brian M Roest-peterson) 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 95 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,735 is reasonable (approximately the 66th 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.