

Looptfoundation

Executive Director / CEO

EIN 823282985

OR · NTEE C27

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Scott Welch, Executive Director / CEO** (\$33,000) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

Benchmarked executive: Scott Welch — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (C27).

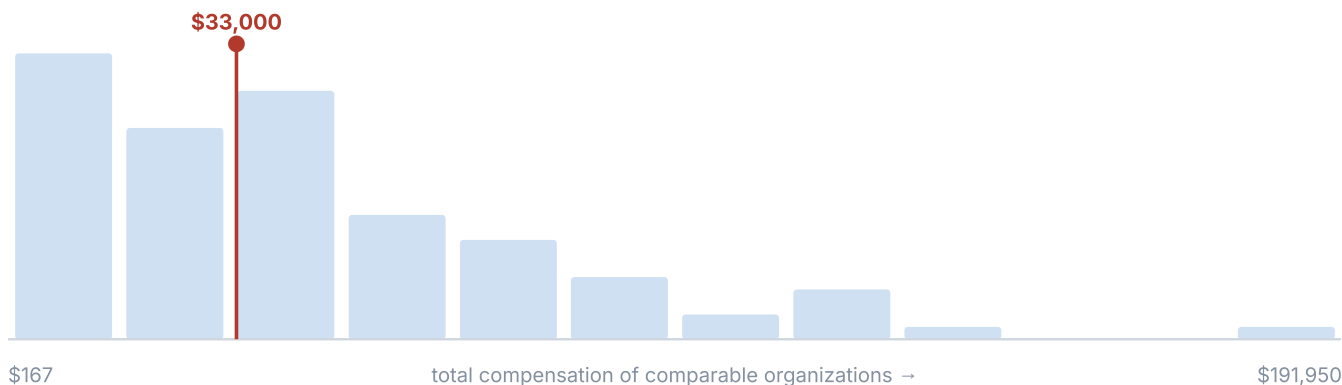
BUDGET Total revenue between \$52,280 and \$117,046 — 0.67x to 1.50x the subject's \$78,031 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography

→ **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,362	\$15,890	\$38,290	\$62,522	\$92,849	\$33,000
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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 OR 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
Damascus Citizens For Sustainability Inc	PA	\$77,599	Chairperson	\$22,500	\$23,468	2024
Curry Community Cares Inc	OR	\$78,732	Store Manager	\$22,600	\$22,600	2023
Ecocity Builders	CA	\$76,917	Executive Director	\$78,460	\$70,862	2024
Dahlia Hill Society Of Midland	MI	\$76,529	Executive Di	\$43,141	\$46,574	2024
Clean And Sustainable Energy Fund	MI	\$79,740	Secretary	\$2,330	\$2,515	2024
Little Falls Watershed Alliance Inc	MD	\$80,704	Executive Director	\$39,343	\$39,608	2023
Carmel River Watershed Conservancy	CA	\$74,463	Executive Director/vice President	\$48,000	\$44,632	2023
Our Zero Waste Future Incorporated	MD	\$74,295	Executive Dir	\$11,440	\$11,187	2024
Conservation Collective	NC	\$82,427	Executive Director	\$24,125	\$26,073	2024
Around The World In Eighty Fabrics	CA	\$73,510	Director	\$5,652	\$5,105	2024
2c Mississippi Towards Sustainable	MS	\$73,380	President	\$61,091	\$73,267	2023
Trails Of Mississippi Inc	MS	\$82,843	Executive Director	\$63,175	\$75,767	2023
Little Miami Watershed Network	OH	\$70,815	Executive Di	\$25,000	\$28,513	2023
Meeker Memorial Hospital Foundation	MN	\$70,214	Foundation Director	\$12,154	\$12,561	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Go Alliance	OR	\$70,080	Director, President, Executive Director	\$76,680	\$74,480	2024
Snwa Water Efficiency Improvement	NV	\$86,082	President	\$114,829	\$117,286	2025
Network Of Oregon Watershed Councils	OR	\$86,114	Former Executive Director	\$17,756	\$17,247	2024
Pilchuck Audubon Society	WA	\$86,669	Director	\$68,165	\$63,831	2024
Center For Ecological Living & Learning	MD	\$69,268	President	\$94,952	\$92,849	2024
National Historic Trails Center	WY	\$68,225	Executive Director	\$40,000	\$44,800	2024
Community Counts Colorado Inc	CO	\$67,973	Executive Di	\$23,100	\$23,852	2023
Pines And Prairies Land Trust	TX	\$67,739	Executive Director	\$76,210	\$82,090	2023
Lake Erie Waterkeeper Inc	OH	\$67,619	Executive Director	\$6,000	\$6,647	2024
Foothill Conservancy	CA	\$66,411	Executive Director	\$26,926	\$24,318	2024
Solar Austin	TX	\$66,281	Executive Director	\$26,833	\$28,074	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **91** organizations. Compensation range \$167–\$191,950; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$78,031); for reference, expenses \$67,739 and assets \$16,567.
ROLE MATCH	Scott Welch, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 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	45 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	38 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 (Scott Welch) 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 91 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,000 is reasonable (approximately the 45th 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.