

Wander Project

Executive Director / CEO

EIN 831778644
 UT · NTEE C12
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Zander Chase, Executive Director / CEO** (\$64,000) against **every comparable organization** that fit the selection criteria — **758** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

Benchmarked executive: Zander Chase — 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 (C12).
BUDGET	Total revenue between \$244,767 and \$547,987 — 0.67x to 1.50x the subject's \$365,325 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

758 organizations qualified on sector, size, and geography → **758** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,442	\$43,315	\$66,613	\$87,568	\$110,434	\$64,000
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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 UT 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
Rivanna Conservation Alliance	VA	\$364,992	Executive Director	\$32,296	\$31,368	2023
Conservation Alabama	AL	\$365,903	Executive Director	\$70,990	\$74,934	2024
Reuse It Center Inc	KS	\$365,928	Director	\$31,468	\$34,197	2023
Botanic Gardens Conservation	MA	\$364,663	Director Of Conservation	\$121,606	\$106,771	2024
Alliance For The Wild Rockies Inc	MT	\$364,633	Executive Director/treasur	\$105,808	\$111,439	2024
Billings Trailnet	MT	\$364,583	Executive Director	\$75,323	\$81,675	2023
Eastern Region Association Of Forest And Nature Schools	MD	\$364,438	Executive Director	\$76,916	\$72,335	2023
Little River Wetlands Project Inc	IN	\$364,403	2023 Exec Di	\$71,023	\$75,342	2023
Friends Of The Delaware Canal Inc	PA	\$364,269	Executive Di	\$81,900	\$79,800	2024
Nashville Parks Foundation	TN	\$366,532	President & Ceo	\$55,000	\$58,155	2023
Living Observatory Inc	MA	\$364,058	Director	\$42,388	\$37,217	2024
Skagit Watershed Council	WA	\$363,757	Executive Director	\$103,647	\$88,330	2025
Pilsen Enviromental Rights And Reform Organization	IL	\$363,375	President	\$1,950	\$1,873	2024
International Rocky Mountain Stage Stop	WY	\$363,097	Race Director	\$35,333	\$38,060	2023
Clean Energy Districts Of Iowa	IA	\$368,249	Board Member	\$5,305	\$5,843	2023
Green Light New Orleans	LA	\$368,293	Executive Dir.	\$99,000	\$106,512	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eel River Recovery Project Inc	CA	\$368,368	Board Chair	\$78,325	\$68,035	2023
Association Of Nature Center	UT	\$361,700	Executive Dir.	\$72,315	\$74,451	2023
Corkscrew Regional Ecosystem Watershed Land & Wate	FL	\$361,353	Executive Director	\$91,491	\$83,977	2024
Coachella Valley Irrigated Lands Coalition Inc	CA	\$361,310	Executive Director	\$13,839	\$11,676	2024
The Mid-atlantic Chapter Of The Intl Society Of Ar	VA	\$369,824	Executive Director	\$71,395	\$69,343	2023
Green Beverly 107q Inc	MA	\$369,863	President	\$48,000	\$42,144	2024
Craters Of The Moon Natural History Asso	ID	\$360,693	Executive Director	\$62,538	\$65,001	2024
The Crest	OR	\$360,557	Executive Director	\$66,333	\$60,188	2024
Truckee Dirt Union	CA	\$370,119	Employee	\$12,325	\$10,706	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 758 organizations. Compensation range \$298–\$846,750; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$365,325); for reference, expenses \$374,599 and assets \$282,988.

ROLE MATCH Zander Chase, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	47 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	44 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 (Zander Chase) 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 758 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,000 is reasonable (approximately the 47th 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.