

Spanish Peaks Alliance For Wildfire

Executive Director / CEO

EIN 833584908

CO · NTEE C01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Garrison, Executive Director / CEO** (\$18,586) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

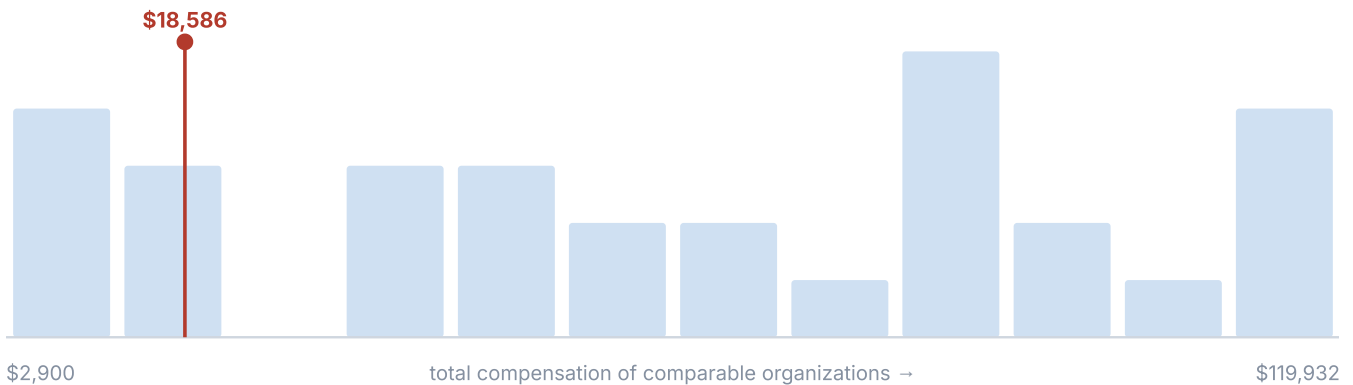
Benchmarked executive: Lisa Garrison — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C01).
BUDGET	Total revenue between \$130,793 and \$292,821 — 0.67x to 1.50x the subject's \$195,214 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C01), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,252	\$39,235	\$61,709	\$87,657	\$110,804	\$18,586
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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 CO 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
Happiness Project	CO	\$195,474	President	\$47,255	\$48,651	2023
National Environmental Policy And Law Center Inc	MA	\$196,319	Clerk, Director, Litigation Director	\$122,431	\$118,125	2023
Big Bend Conservation Alliance	TX	\$197,362	Executive Director	\$79,725	\$83,170	2024
Urban Greenspaces Institute	OR	\$200,278	Executive Di	\$8,666	\$8,641	2023
San Leandro 2050	CA	\$202,590	Ceo	\$8,000	\$7,417	2023
St Louis River Alliance	MN	\$203,974	Executive Director	\$71,817	\$76,192	2023
The Hourglass Foundation	PA	\$205,053	Executive Di	\$82,708	\$86,016	2024
Cayuga Lake Watershed Network Inc	NY	\$206,879	Executive Director	\$73,320	\$71,136	2023
New Mexico Recycling Coalition	NM	\$209,215	Executive Director	\$96,382	\$111,303	2023
Ashland Climate Collaborative	OR	\$211,127	Executive Director	\$42,758	\$41,410	2024
Whaleman International Ltd	HI	\$211,410	President Director Treasurer	\$59,750	\$55,789	2024
Whidbey Environmental Action Network	WA	\$175,262	Executive Director	\$87,880	\$84,478	2023
Ohio Forestry Association Foundation Inc	OH	\$171,122	Executive Director	\$2,550	\$2,900	2023
More Action For Regeneration Inc	FL	\$219,764	Treasurer / Executive Director	\$40,000	\$39,188	2024
1000 Friends Of Wisconsin	WI	\$220,033	Executive Director	\$82,527	\$92,540	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Minnesota Conservation Federation	MN	\$228,598	Executive Di	\$46,500	\$47,918	2024
Ohio Environmental Council Action Fund	OH	\$228,737	Interim President (Term. 09/22)	\$8,196	\$9,320	2023
Save The Yellowstone Grizzly	MT	\$153,826	Board Treasu	\$12,000	\$13,888	2023
Comal County Conservation Alliance Inc	TX	\$237,135	Executive Dir.	\$62,968	\$67,629	2023
Badlands National Park	SD	\$149,803	Executive Director	\$76,635	\$88,204	2024
Women For Conservation	VA	\$242,451	Executive Director	\$48,000	\$49,762	2023
River Keepers	ND	\$249,256	Exec. Dir.	\$96,768	\$110,748	2024
Passive House New England Inc	MA	\$249,958	Executive Director	\$127,975	\$119,932	2024
Ecological Rights Foundation	CA	\$251,438	Executive Dir.	\$15,000	\$13,508	2024
Vermonters For A Clean Environment Inc	VT	\$252,053	Executive Dir.	\$50,000	\$52,484	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	30 organizations. Compensation range \$2,900–\$119,932; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$195,214); for reference, expenses \$151,864 and assets \$110,190.
ROLE MATCH	Lisa Garrison, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	17 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 (Lisa Garrison) 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 30 similarly situated organizations (Same NTEE sector (C01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,586 is reasonable (approximately the 23rd 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.