

Colorado Native Plant Society

Executive Director / CEO

EIN 840734596
 CO · NTEE C300
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Maggie Gaddis, Executive Director / CEO** (\$60,962) against **every comparable organization** that fit the selection criteria — **116** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

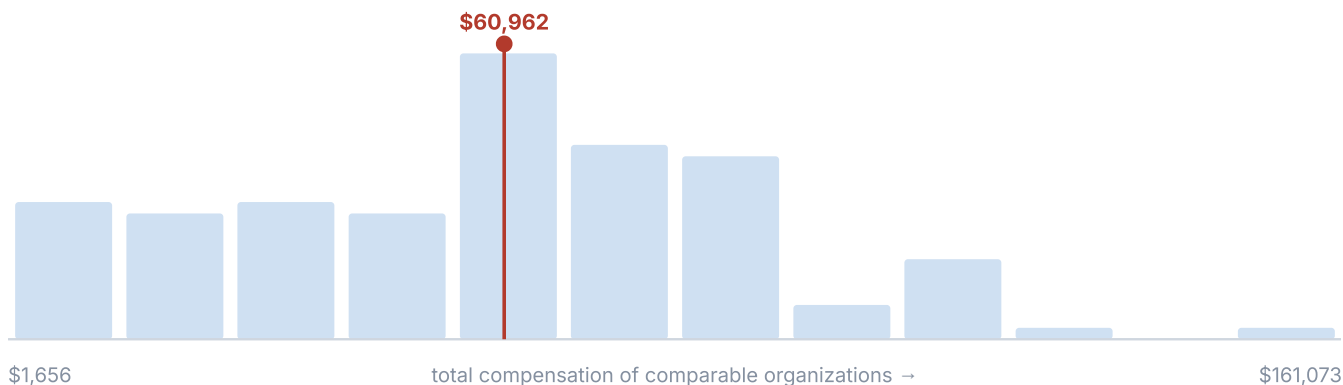
Benchmarked executive: Maggie Gaddis — reported title "-", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C300).
BUDGET	Total revenue between \$163,437 and \$365,904 — 0.67x to 1.50x the subject's \$243,936 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

116 organizations qualified on sector, size, and geography → **116** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,997	\$34,002	\$61,381	\$79,782	\$94,229	\$60,962
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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
Methow Valley Trails Collaborative	WA	\$244,446	Executive Director	\$51,076	\$46,322	2024
Indigenous Peoples Council For	AK	\$244,580	Executive Dir.	\$57,830	\$56,005	2024
Action Center Inc	PA	\$242,260	Executive Director	\$58,933	\$61,290	2023
Friends Of The Mariana Trench	MP	\$245,976	Executive Dir.	\$45,866	\$44,550	2024
Sierra County Land Trust	CA	\$241,176	Secretary/tr	\$36,000	\$31,489	2024
Transformers Foundation Inc	NY	\$246,889	Executive Director	\$20,000	\$18,307	2024
Iowa Interfaith Power And Light	IA	\$247,131	Exe Director	\$76,354	\$84,686	2024
Southwest Idaho Resource Conservation	ID	\$247,600	Member	\$1,493	\$1,656	2023
Conservation Council For Hawaii	HI	\$247,699	Exectuvie Di	\$75,000	\$68,018	2024
Missouri State Parks Foundation Inc	MO	\$240,020	Executive Director	\$75,460	\$80,960	2024
Green Mountain Conservation Group	NH	\$239,655	Executive Director	\$71,725	\$69,069	2023
Willowbrook Economic Development	IL	\$249,001	Executive Dir.	\$92,520	\$89,762	2025
Wisconsin Association Of Lakes Inc	WI	\$249,630	Executive Director	\$71,436	\$77,805	2023
Nevada Preservation Foundation	NV	\$250,283	President	\$12,375	\$12,565	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
People And Pollinators Action	CO	\$253,840	Executive Di	\$63,585	\$61,761	2024
Communitopia	PA	\$233,566	Executive Dir.	\$60,853	\$61,471	2024
Lake Erie Islands Conservancy	OH	\$255,106	Chair	\$16,000	\$17,166	2024
Harris Ranch Wildlife Mitigation Association Inc	ID	\$256,059	Conservation Director	\$53,856	\$58,034	2024
Passivhausmaine	ME	\$231,619	Executive Director	\$72,995	\$76,228	2023
Water Climate Trust	CA	\$256,351	Executive Director	\$81,000	\$72,943	2023
Fabien Cousteau Ocean Learning Center I	NY	\$231,005	President/founder	\$92,223	\$90,472	2022
Coast Ridge Community Forest	CA	\$258,775	Executive Dir.	\$16,465	\$14,827	2023
Bull Run Mountains Conservancy Inc	VA	\$228,778	Executive Director	\$127,013	\$121,024	2025
Bear Lake Watch	UT	\$259,252	Past Exec. Dir.	\$37,912	\$40,466	2023
Friends Of Huddart & Wunderlich Parks	CA	\$260,144	Program Director	\$75,000	\$63,911	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 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 116 organizations. Compensation range \$1,656–\$161,073; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$243,936); for reference, expenses \$176,273 and assets \$623,173.

ROLE MATCH	Maggie Gaddis, reported title "-", 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	49 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	47 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 (Maggie Gaddis) 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 10, 2026, comparing compensation against 116 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,962 is reasonable (approximately the 49th 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 10, 2026.