

# Champaign County Environmental Stewards

Executive Director / CEO

EIN 841814971

IL · NTEE C20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Susan Monte, Executive Director / CEO** (\$12,490) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Susan Monte — 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 (C20).

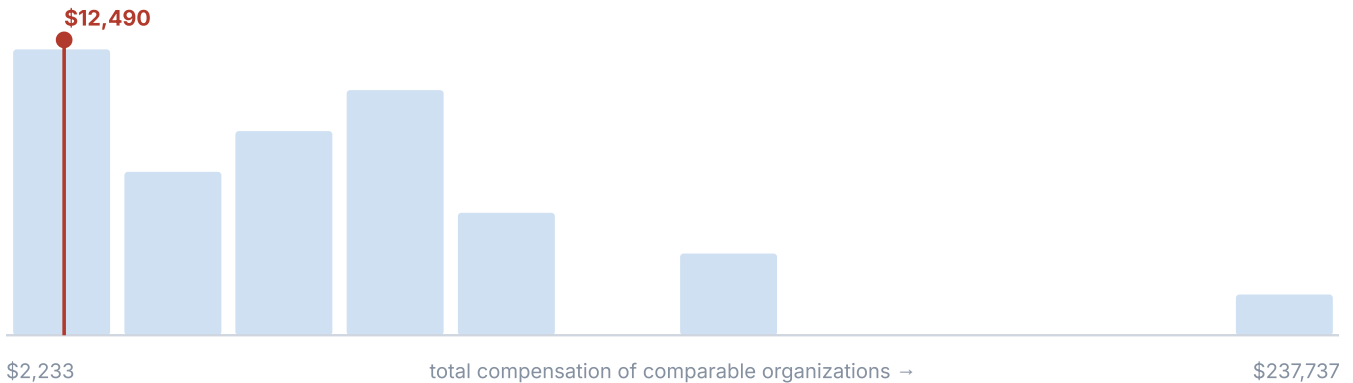
**BUDGET** Total revenue between \$209,734 and \$469,555 — 0.67x to 1.50x the subject's \$313,037 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C20), nationwide + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography

→ **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,292	\$26,857	\$58,453	\$76,693	\$98,952	\$12,490
----------	----------	----------	----------	----------	----------



## ■ 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 IL 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
<a href="#">Sustainable Woodstock Inc</a>	VT	\$314,084	Executive Director	\$51,433	<b>\$52,658</b>	2024
<a href="#">Orleans Land Restoration Corporation</a>	NY	\$303,646	C.e.o./c.f.o.	\$23,698	<b>\$21,782</b>	2024
<a href="#">Western Pa Coalition For Abandoned</a>	PA	\$330,871	Executive Di	\$73,442	<b>\$76,697</b>	2023
<a href="#">Friends Of Bayou Lafourche Inc</a>	LA	\$290,045	Executive Director	\$51,458	<b>\$59,338</b>	2023
<a href="#">Pacific Sound Resources Environmental</a>	WA	\$336,662	Trustee	\$2,382	<b>\$2,233</b>	2023
<a href="#">Alliance For Nuclear Responsibility</a>	CA	\$337,058	Executive Director	\$22,770	<b>\$20,591</b>	2023
<a href="#">Clean Air Coalition Of Western</a>	NY	\$338,710	Executive Dir.	\$64,223	<b>\$59,030</b>	2024
<a href="#">Babb Creek Watershed Association</a>	PA	\$342,759	Director	\$14,400	<b>\$14,607</b>	2024
<a href="#">Upper Peninsula Land Conservancy</a>	MI	\$344,028	Interim Exec	\$20,508	<b>\$21,531</b>	2024
<a href="#">Local Environmental Action Demanded Agency Inc</a>	OK	\$277,875	Executive Director	\$4,917	<b>\$5,507</b>	2024
<a href="#">Bikeventura</a>	CA	\$272,422	Director	\$43,108	<b>\$37,863</b>	2024
<a href="#">Greater Indiana Clean Cities Inc</a>	IN	\$270,798	Exec Director	\$77,426	<b>\$85,506</b>	2023
<a href="#">Oregon Physicians For Social</a>	OR	\$358,036	Executive Dire	\$61,270	<b>\$57,876</b>	2024
<a href="#">Community Climate Solutions</a>	CA	\$257,065	President And Program Manager	\$89,625	<b>\$76,691</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">San Bruno Mountain Watch</a>	CA	\$256,427	Executive Dir.	\$85,293	<b>\$74,915</b>	2024
<a href="#">Neighbors For Clean Air</a>	OR	\$372,899	Co-executive Director	\$67,059	<b>\$63,344</b>	2024
<a href="#">Tejas Roadrunners Non Profit</a>	TX	\$247,008	Director	\$28,058	<b>\$28,549</b>	2024
<a href="#">Cottonwood Environmental Law Center Inc</a>	MT	\$242,672	Executive Director	\$120,000	<b>\$135,460</b>	2023
<a href="#">Material Innovation Institute</a>	CA	\$231,821	Chief Executive Officer (Thru July)	\$82,609	<b>\$72,558</b>	2024
<a href="#">Silicon Valley Youth Climate Action</a>	CA	\$396,132	Interim Ed	\$76,000	<b>\$66,753</b>	2024
<a href="#">Toxics Action Center Inc</a>	MA	\$227,403	President	\$7,321	<b>\$6,889</b>	2023
<a href="#">Sustainable Learning Inc</a>	NY	\$404,621	Executive Director	\$44,100	<b>\$40,534</b>	2024
<a href="#">Restore The Earth Foundation Inc</a>	MD	\$217,709	Executive Director	\$249,996	<b>\$237,737</b>	2024
<a href="#">Santa Fe Watershed Association</a>	NM	\$412,814	Executive Di	\$50,195	<b>\$56,537</b>	2023
<a href="#">Guadalupe-blanco River Trust</a>	TX	\$427,195	Executive Director	\$33,000	<b>\$33,577</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT    **28** organizations. Compensation range \$2,233–\$237,737; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$313,037); for reference, expenses \$205,407 and assets \$807,751.
ROLE MATCH	Susan Monte, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this 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	11 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	7 <sup>th</sup>

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 (Susan Monte) 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 28 similarly situated organizations (Same NTEE sector (C20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,490 is reasonable (approximately the 11<sup>th</sup> 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.