

Transformers Foundation Inc

Executive Director / CEO

EIN 842388186
 NY · NTEE C30
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Emily Olah, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

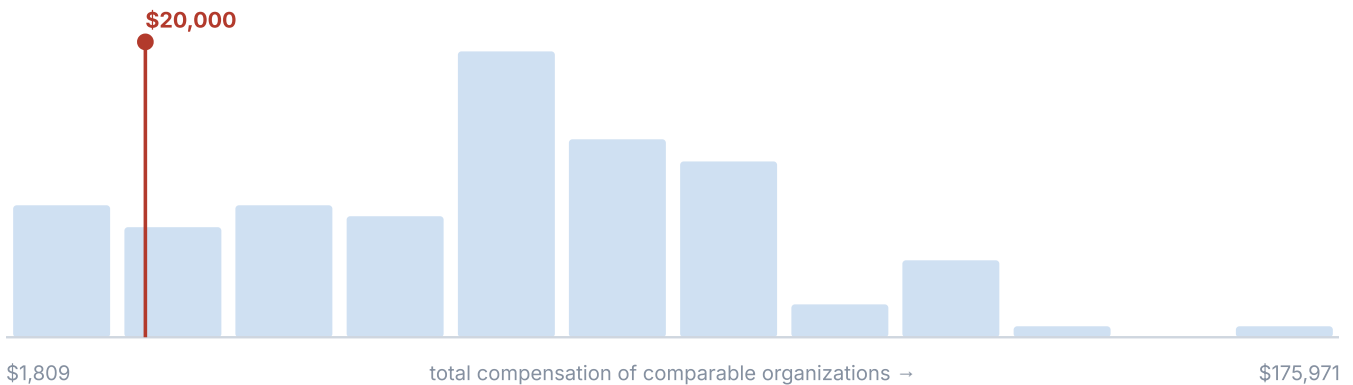
Benchmarked executive: Emily Olah — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$165,415 and \$370,333 — 0.67x to 1.50x the subject's \$246,889 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,732	\$37,345	\$67,157	\$86,732	\$102,814	\$20,000
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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 NY 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
Iowa Interfaith Power And Light	IA	\$247,131	Exe Director	\$76,354	\$92,519	2024
Southwest Idaho Resource Conservation	ID	\$247,600	Member	\$1,493	\$1,809	2023
Conservation Council For Hawaii	HI	\$247,699	Exectuvie Di	\$75,000	\$74,309	2024
Friends Of The Mariana Trench	MP	\$245,976	Executive Dir.	\$45,866	\$45,866	2024
Willowbrook Economic Development	IL	\$249,001	Executive Dir.	\$92,520	\$98,064	2025
Indigenous Peoples Council For	AK	\$244,580	Executive Dir.	\$57,830	\$61,185	2024
Methow Valley Trails Collaborative	WA	\$244,446	Executive Director	\$51,076	\$50,606	2024
Wisconsin Association Of Lakes Inc	WI	\$249,630	Executive Director	\$71,436	\$85,001	2023
Colorado Native Plant Society	CO	\$243,936	-	\$60,962	\$66,601	2023
Nevada Preservation Foundation	NV	\$250,283	President	\$12,375	\$13,727	2024
Action Center Inc	PA	\$242,260	Executive Director	\$58,933	\$66,959	2023
Sierra County Land Trust	CA	\$241,176	Secretary/tr	\$36,000	\$34,401	2024
Missouri State Parks Foundation Inc	MO	\$240,020	Executive Director	\$75,460	\$88,448	2024
People And Pollinators Action	CO	\$253,840	Executive Di	\$63,585	\$67,473	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Green Mountain Conservation Group	NH	\$239,655	Executive Director	\$71,725	\$75,457	2023
Lake Erie Islands Conservancy	OH	\$255,106	Chair	\$16,000	\$18,754	2024
Harris Ranch Wildlife Mitigation Association Inc	ID	\$256,059	Conservation Director	\$53,856	\$63,402	2024
Water Climate Trust	CA	\$256,351	Executive Director	\$81,000	\$79,690	2023
Coast Ridge Community Forest	CA	\$258,775	Executive Dir.	\$16,465	\$16,198	2023
Bear Lake Watch	UT	\$259,252	Past Exec. Dir.	\$37,912	\$44,209	2023
Friends Of Huddart & Wunderlich Parks	CA	\$260,144	Program Director	\$75,000	\$69,822	2025
Communitopia	PA	\$233,566	Executive Dir.	\$60,853	\$67,157	2024
People & Plants International Inc	VT	\$261,027	Co-director	\$93,000	\$103,590	2024
Passivhausmaine	ME	\$231,619	Executive Director	\$72,995	\$83,278	2023
Fabien Cousteau Ocean Learning Center I	NY	\$231,005	President/founder	\$92,223	\$98,840	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 117 organizations. Compensation range \$1,809–\$175,971; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$246,889); for reference, expenses \$273,729 and assets \$140,242.
ROLE MATCH	Emily Olah, 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 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	11 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 (Emily Olah) 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 117 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 11th 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.