

Sustainability Matters Inc

Executive Director / CEO

EIN 842664760

VA · NTEE C30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sari Carp, Executive Director / CEO** (\$59,155) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

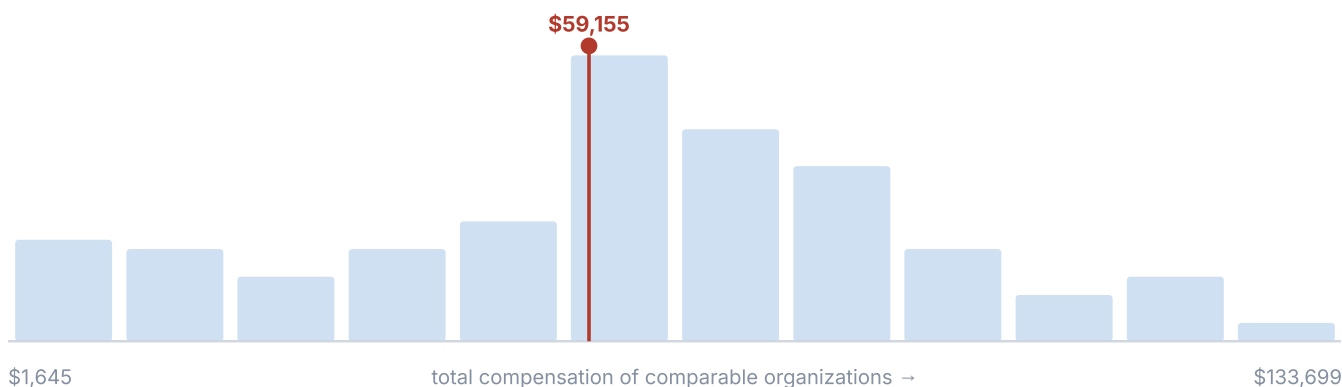
Benchmarked executive: Sari Carp — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$208,371 and \$466,503 — 0.67x to 1.50x the subject's \$311,002 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

148 organizations qualified on sector, size, and geography → **148** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,533	\$45,187	\$59,155	\$82,631	\$96,019	\$133,699
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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 VA 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
Mountain Valleys Resource Conservation & Development Council	NC	\$310,347	Executive Director	\$44,122	\$45,862	2024
Bucks County Audubon Society	PA	\$309,340	Executive Dir.	\$67,336	\$67,551	2024
South Bay Clean Creeks Coalition	CA	\$304,230	Exec. Director	\$104,058	\$88,061	2025
Vashon-maury Island Nature Center	WA	\$304,220	Science Dire	\$66,560	\$59,947	2024
Bold Visions Conservation	MT	\$302,674	Executive Director	\$67,749	\$73,465	2024
Pangeaseed Foundation	HI	\$319,879	Executive Director	\$77,227	\$71,609	2023
Tahoe Institute For Natural Science	NV	\$301,900	Executive Dir.	\$79,428	\$82,458	2023
The Susquehanna Greenway Partnership	PA	\$320,810	Executive Di	\$76,336	\$78,841	2023
Grow Wild Inc	MT	\$300,418	Executive Director	\$104,805	\$113,648	2024
Santa Barbara Audubon Society	CA	\$322,002	Executive Dir.	\$67,866	\$57,433	2025
Middlesex Land Trust	CT	\$322,665	Executive Di	\$66,111	\$64,198	2023
Sugi Foundation	CA	\$299,320	Excfo	\$68,000	\$59,069	2024
Sunflower Star Laboratory	CA	\$299,106	Project Mgr.	\$26,085	\$22,659	2024
Lake Pepin Legacy Alliance	MN	\$297,817	Executive Director	\$111,764	\$111,095	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oahu Agriculture And Conservation Assoc	HI	\$325,224	Executive Dir.	\$95,881	\$86,355	2024
Wildlife Ecology Institute	MT	\$327,259	Executive Dir.	\$100,039	\$108,480	2024
Coastal Connections Inc	FL	\$291,704	Executive Director	\$42,000	\$40,864	2023
Nashville Tree Conservation Corps	TN	\$290,930	Former Exec	\$82,558	\$87,298	2024
Alaska Whale Foundation	AK	\$331,469	Executive Director	\$92,083	\$88,562	2024
Collective Oyster Recycling &	CT	\$332,167	Director	\$35,962	\$33,919	2024
Edenacres Environmental Education	OR	\$333,368	Executive Director	\$52,768	\$49,296	2024
Rendezvous Lands Conservancy	WY	\$334,011	Coo/cfo	\$20,104	\$21,098	2025
Coalition For Susitna Dam Alternatives	AK	\$334,038	Executive Director 1/1/24-7/31/24	\$96,688	\$92,991	2024
Mahwah Environmental Volunteers	NJ	\$335,230	Executive Dir.	\$61,660	\$55,381	2024
Four Winds Nature Institute Inc	VT	\$285,418	Executive Dir.	\$63,811	\$64,611	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	148 organizations. Compensation range \$1,645–\$133,699; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$311,002); for reference, expenses \$237,880 and assets \$427,010.
ROLE MATCH	Sari Carp, reported title "EXECUTIVE DI", 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	37 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	35 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 (Sari Carp) 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 148 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,155 is reasonable (approximately the 37th 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.