

Home Ground Habitats

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Piper Perrault, Executive Director / CEO** (\$17,782) against **every comparable organization** that fit the selection criteria — **799** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Piper Perrault — reported title "Director", 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 (C40).

BUDGET Total revenue between \$328,899 and \$736,342 — 0.67x to 1.50x the subject's \$490,895 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

799 organizations qualified on sector, size, and geography → **799** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$353

total compensation of comparable organizations →

\$1,003,622

\$25,247

\$58,318

\$85,823

\$111,705

\$143,583

\$17,782



■ 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 CA 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
Gloucester Fishing Community Preservation Fund Inc	MA	\$490,600	Executive Director/director	\$105,000	\$109,270	2024
Energy Policy Network	TX	\$490,332	Executive Dir.	\$20,125	\$24,002	2023
St John Land Conservancy Inc	VI	\$491,679	President	\$50,000	\$51,477	2023
Community Partnerships	PA	\$489,423	Executive Director	\$82,198	\$94,928	2024
Climate And Energy Project Inc	KS	\$492,409	Executive Di	\$87,272	\$112,412	2023
The Building Conservation Trust	TX	\$489,214	President	\$102,521	\$122,272	2023
The National Bonsai Foundation	DC	\$488,837	Executive Director	\$143,120	\$145,445	2024
Kingston Land Trust Inc	NY	\$487,840	Managing Dir	\$60,760	\$65,462	2023
Mamoni Valley Preserve	NV	\$494,048	Ceo Through July	\$34,942	\$41,760	2023
Bighorn River Alliance	MT	\$487,540	Executive Director	\$82,957	\$103,558	2024
Common Foundation	CO	\$494,783	Ceo	\$41,219	\$47,123	2023
End Of Life Vehicle Solutions	MI	\$494,788	Executive Director	\$60,414	\$72,215	2024
Lloyd Center For The Environment Inc	MA	\$494,849	Executive Director	\$90,056	\$96,486	2023
Greater Washington Region Clean Cities	DC	\$495,080	Mananging Director	\$124,334	\$130,086	2023
Austin Youth River Watch	TX	\$486,402	Executive Director	\$76,151	\$90,821	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hyo Jeong International Foundation	DC	\$495,535	Executive Director	\$63,000	\$64,023	2024
Community For Change	TX	\$486,048	Treasurer And Director Of Operations	\$50,000	\$57,922	2024
Maine Climate Action Now	ME	\$485,922	Executive Director (Mcan)	\$63,818	\$74,005	2024
North Carolina Climate Justice	NC	\$485,773	Co-executive Director	\$49,586	\$59,335	2024
Learning Outside Inc	NC	\$484,982	Executive Di	\$70,355	\$84,187	2024
Martha's Vineyard Fishermen's	MA	\$496,956	Executive Di	\$81,731	\$87,567	2023
Friends Of Bedrock Gardens	NH	\$484,583	Executive Director	\$74,939	\$80,134	2024
Coastal Watershed Council	CA	\$497,221	Executive Dir.	\$110,000	\$113,249	2023
Friends Of The River Foundation	KS	\$497,665	Executive Di	\$48,000	\$61,827	2023
Massachusetts Association Of	MA	\$497,780	Executive Director	\$78,023	\$81,196	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **799** organizations. Compensation range \$353–\$1,003,622; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$490,895); for reference, expenses \$319,816 and assets \$497,414.
ROLE MATCH	Piper Perrault, reported title " <i>Director</i> ", 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	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 peers 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	7 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	6 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 (Piper Perrault) 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 13, 2026, comparing compensation against 799 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,782 is reasonable (approximately the 7th 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 13, 2026.