

Friends Of Illinois Nature Preserves

Executive Director / CEO

EIN 844049194

IL · NTEE C30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Amy Doll, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **150** 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

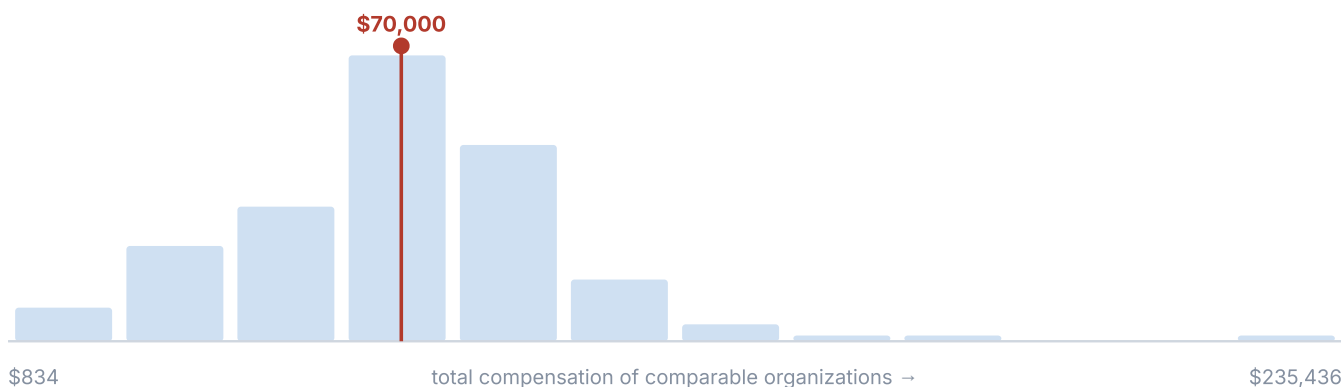
Benchmarked executive: Amy Doll — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$271,920 and \$608,776 — 0.67x to 1.50x the subject's \$405,851 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

150 organizations qualified on sector, size, and geography → **150** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,052	\$52,293	\$70,852	\$87,398	\$107,124	\$70,000
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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 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
Fungi Foundation Inc	NY	\$407,817	Chief Executive Director	\$58,336	\$53,619	2024
Yellow Dog Community And Conservation	MT	\$409,274	Executive Dir	\$80,315	\$88,062	2024
Fox Haven Center Inc	MD	\$410,766	Director Of Operations And	\$67,332	\$64,030	2024
Chattanooga Audubon Society	TN	\$411,485	Executive Director	\$53,385	\$57,079	2024
Change Is Simple Inc	MA	\$399,789	Executive Director	\$75,368	\$70,925	2023
North Dakota Private Grazing Lands	ND	\$414,512	Past Chairma	\$22,112	\$25,411	2023
Friends Of Baxter State Park	ME	\$396,313	Executive Director	\$92,805	\$94,525	2024
Southern Maryland Rc&d Board Inc	MD	\$395,050	Executive Di	\$44,034	\$43,112	2023
Upper Peninsula Rc & D	MI	\$416,725	Executive Di	\$8,293	\$8,707	2024
Putnam Land Conservancy Inc	FL	\$394,090	Ceo & Conservation Director	\$64,167	\$61,315	2024
Clean River Project Inc	MA	\$418,111	President	\$57,300	\$53,922	2023
Maui Ocean Center Marine Institute	HI	\$393,546	Executive Di	\$67,676	\$61,631	2024
Whiteswan Environmental We	WA	\$418,324	Executive Director	\$92,322	\$84,076	2024
Grand Canyon River Guides Inc	AZ	\$418,618	Executive Director	\$63,954	\$60,949	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Partnership For The National Trails	DC	\$418,939	Executive Director	\$105,380	\$94,062	2024
Community Cloud Forest Conservation	MN	\$390,975	Co-chair	\$36,241	\$36,425	2024
Wachiska Audubon Society Inc	NE	\$421,211	Executive Di	\$70,404	\$77,024	2024
Mt Mountain Mamas	MT	\$389,821	Executive Dir.	\$80,000	\$87,716	2024
Public Land Solutions	UT	\$422,713	Managing Dir	\$105,744	\$110,085	2024
Science & Environmental Council Of	FL	\$387,494	Executive Director	\$24,000	\$23,611	2023
Baduwa't Watershed Council	CA	\$426,600	Board President	\$55,370	\$47,380	2025
Ocean Futures Society Inc	CA	\$384,635	President	\$81,210	\$73,436	2023
Mclean Game Refuge Inc	CT	\$428,079	President	\$49,166	\$46,890	2024
Otsego County Conservation	NY	\$383,328	Executive Dir.	\$69,904	\$64,252	2024
Forests Forever Inc	CA	\$431,470	Ex Dir. & Secre	\$79,070	\$69,450	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.

■ Sample, role match & sensitivity

PEER COUNT **150** organizations. Compensation range \$834–\$235,436; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$405,851); for reference, expenses \$294,387 and assets \$219,206.

ROLE MATCH	Amy Doll, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	49th
Total compensation (D + F), as reported (no adjustments)	51st
Reportable pay only (column D), adjusted	55th
All sources (D + E + F), adjusted	46th

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 (Amy Doll) 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 150 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 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 9, 2026.