

Discovery Pathways

Executive Director / CEO

EIN 850979344

PA · NTEE C60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Adam Forbes, Executive Director / CEO** (\$72,021) against **every comparable organization** that fit the selection criteria — **89** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Adam Forbes — 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 (C60).

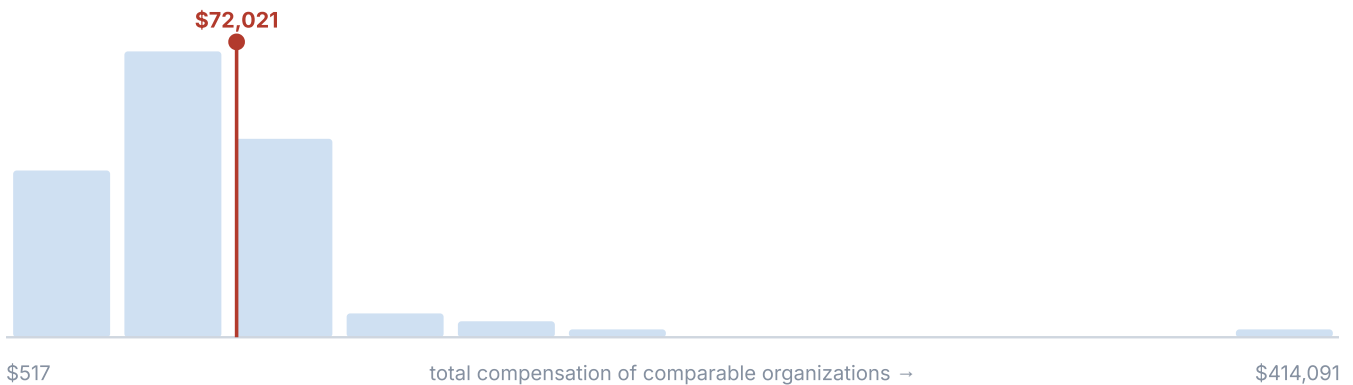
BUDGET Total revenue between \$194,553 and \$435,568 — 0.67x to 1.50x the subject's \$290,379 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

89 organizations qualified on sector, size, and geography

→ **89** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,602	\$36,929	\$58,163	\$76,150	\$98,158	\$72,021
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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 PA 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
Prince William Conservation Alliance	VA	\$289,800	Executive Dir.	\$83,376	\$83,111	2023
Imago	OH	\$291,359	Executive Director	\$33,772	\$36,929	2023
M3 Ministries	TX	\$287,081	Board Member, Ceo	\$78,000	\$80,552	2023
Wa-ya Outdoor Institute	WA	\$294,505	Executive Director	\$61,934	\$55,604	2024
Institute For Climate And Peace	HI	\$296,775	President	\$54,600	\$50,467	2023
Community Life Collaborative	OH	\$298,834	Executive Di	\$80,000	\$84,967	2024
Green Cambridge Inc	MA	\$281,267	Executive Director	\$74,500	\$65,402	2025
Devens Eco-efficiency Center Inc	MA	\$300,051	Executive Director	\$106,037	\$93,088	2025
Sustainable Hudson Valley Inc	NY	\$300,863	Executive Director	\$70,000	\$63,429	2024
Ecological Citizen's Project Inc	NY	\$301,612	Co-director	\$74,360	\$69,370	2023
Ivy Creek Foundation Inc	VA	\$304,497	Executive Di	\$42,419	\$42,284	2023
Coral Springs Nature Center &	FL	\$275,781	Executive Di	\$54,082	\$50,947	2024
Friends Of The Owyhee	OR	\$305,136	Executive Director	\$88,859	\$85,193	2023
Olympic Nature Experience	WA	\$307,779	Exec Director	\$28,628	\$25,702	2024
Ravenwood Outdoor Learning Center	MT	\$309,188	Trustee And	\$53,045	\$59,032	2023
Harvest Of All First Nations	CO	\$311,307	Chair	\$60,489	\$58,163	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Isle Royale Natural History Association	MI	\$267,731	Executive Director	\$49,907	\$53,181	2023
Crowe's Nest Farm Inc	TX	\$317,182	Vice Pres	\$42,000	\$43,374	2023
Health Professionals For A Healthy	MN	\$317,816	Executive Director	\$72,359	\$71,697	2024
Families In Nature	TX	\$319,367	Executive Dir.	\$88,838	\$89,112	2024
Sustainable Contra Costa	CA	\$258,679	Ceo	\$34,425	\$30,689	2023
Life Frames Inc	CA	\$322,566	Executive Dir.	\$46,170	\$41,160	2023
Arctictoday	AK	\$256,031	Editor In Chief, Resigned Feb 2023	\$28,846	\$28,472	2023
Growing Communities Inc	CA	\$253,966	President	\$147,531	\$131,520	2023
Teens Take On Climate Inc	WI	\$253,820	President	\$135,499	\$141,903	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	89 organizations. Compensation range \$517–\$414,091; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$290,379); for reference, expenses \$274,914 and assets \$196,767.
ROLE MATCH	Adam Forbes, reported title " <i>Executive Director</i> ", 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 4 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	69 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	66 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 (Adam Forbes) 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 89 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,021 is reasonable (approximately the 69th 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.