

Arctic Circle Foundation Inc Us

Executive Director / CEO

EIN 853363104
 GA · NTEE C12
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Krista Amason, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **434** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Krista Amason — reported title "PRESIDENT/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 (C12).
- BUDGET** Total revenue between \$129,749 and \$290,484 — 0.67x to 1.50x the subject's \$193,656 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

434 organizations qualified on sector, size, and geography → **434** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,712	\$27,192	\$49,832	\$70,500	\$92,138	\$25,000
---------	----------	----------	----------	----------	----------



■ 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 GA 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
Scraplanta Inc	GA	\$193,209	Executive Director	\$32,902	\$31,134	2025
Clean Valley Council Inc	VA	\$194,336	Executive Director	\$65,589	\$59,600	2025
Bexar Branches Alliance Corp	TX	\$192,856	Executive Director	\$24,636	\$24,509	2023
Friends Of Wilmington Parks	DE	\$194,460	Executive Director	\$45,000	\$42,565	2024
Deidox Films Inc	CA	\$194,842	Chair/executive Director	\$88,000	\$75,574	2023
Uptown Lexington Inc	NC	\$195,095	President	\$600	\$599	2024
Spanish Peaks Alliance For Wildfire	CO	\$195,214	Executive Director	\$18,586	\$17,216	2024
Happiness Project	CO	\$195,474	President	\$47,255	\$45,065	2023
Ocean Fest Inc	NC	\$195,966	Event Operations Manager	\$22,917	\$23,550	2023
Friends Of Ansonia Nature Center Inc	CT	\$191,282	Treasurer	\$2,158	\$2,012	2023
National Environmental Policy And Law Center Inc	MA	\$196,319	Clerk, Director, Litigation Director	\$122,431	\$109,418	2023
Androscoggin Land Trust Inc	ME	\$196,823	Executive Director	\$72,345	\$69,980	2024
Big Bend Conservation Alliance	TX	\$197,362	Executive Director	\$79,725	\$77,040	2024
Epic Institute	CA	\$189,945	Treasurer & Sec	\$150,138	\$128,937	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Middle Susquehanna Riverkeeper	PA	\$198,212	Executive Di	\$57,120	\$55,026	2024
Bee The Change Inc	VT	\$198,238	President	\$7,290	\$7,088	2024
Narrow Ridge Center	TN	\$189,012	Director	\$31,981	\$32,473	2024
Green Sports Alliance Foundation	OR	\$188,603	Executive Director	\$65,368	\$60,373	2023
Agramonte Ranch Research And	CA	\$198,920	Ceo	\$82,591	\$68,893	2024
Friends Of Palm Beach Inc	FL	\$188,309	President	\$60,000	\$54,450	2024
Missourians For A Balanced Energy Future	MO	\$188,000	Executive Director	\$70,000	\$71,621	2024
Fair Future Movement Inc	WI	\$199,436	Executive Director	\$30,291	\$31,462	2023
Memory Trees Corporation	FL	\$187,856	Executive Director	\$11,000	\$10,277	2023
3d Nature Technologies Inc	TX	\$200,000	Vice President And Secretary	\$91,000	\$90,532	2023
Glacial Lakes Conservancy Inc	WI	\$200,064	Executive Director	\$63,600	\$64,164	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **434** organizations. Compensation range \$484–\$398,911; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$193,656); for reference, expenses \$352,333 and assets \$590,217. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Krista Amason, reported title " <i>PRESIDENT/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	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	23 rd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	21 st

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 (Krista Amason) 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 434 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 23rd 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.