

# Apis Arborea

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Michael Thiele, Executive Director / CEO** (\$67,670) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

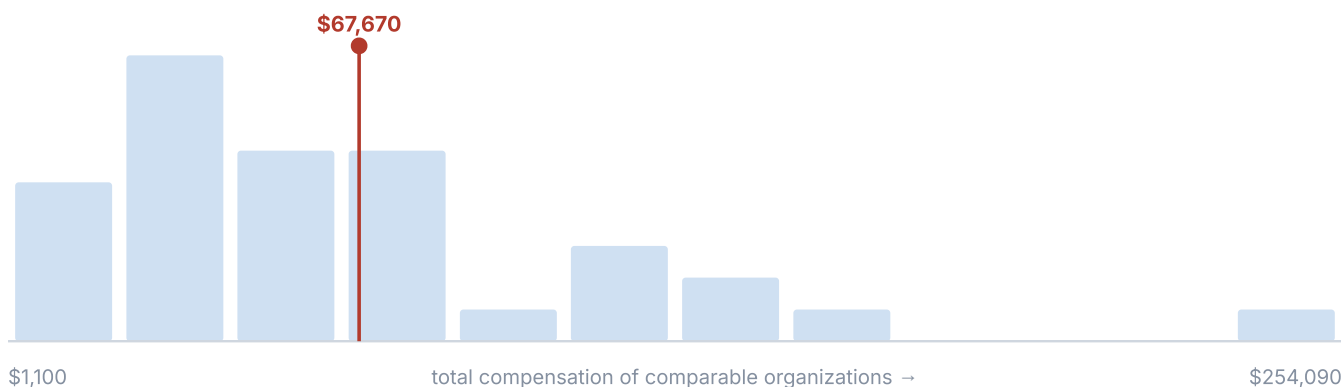
**Benchmarked executive:** Michael Thiele — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C99).
BUDGET	Total revenue between \$149,779 and \$335,328 — 0.67x to 1.50x the subject's \$223,552 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C99), nationwide + budget 0.67–1.5x revenue.

**34** organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,541	\$35,021	\$49,100	\$84,497	\$130,133	\$67,670
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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 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
<a href="#">Mississippi Lower Delta Partnership</a>	MS	\$222,010	Coordinator	\$66,790	<b>\$86,146</b>	2023
<a href="#">Cultiva International Inc</a>	UT	\$225,527	President	\$36,000	<b>\$42,669</b>	2023
<a href="#">Rewild Long Island Inc</a>	NY	\$220,764	Director	\$5,536	<b>\$5,627</b>	2024
<a href="#">Mo Hives Kc</a>	MO	\$230,471	Executive Director	\$34,900	<b>\$41,580</b>	2024
<a href="#">Assoc Of Us Delegates To The Gulf Of</a>	ME	\$216,510	Executive Director & Council	\$73,905	<b>\$83,244</b>	2024
<a href="#">The Ike Foundation</a>	NJ	\$235,402	Trustee	\$253,000	<b>\$254,090</b>	2024
<a href="#">The Firefly Gathering Inc</a>	NC	\$211,169	Executive Director	\$24,805	<b>\$29,682</b>	2023
<a href="#">Gorge Rebuild-it Community Project</a>	OR	\$209,834	Vice Chair/Executive Director	\$76,500	<b>\$77,852</b>	2025
<a href="#">Sovereign Energy</a>	NM	\$238,491	Executive Director	\$11,538	<b>\$14,371</b>	2023
<a href="#">Eastrail Partners</a>	WA	\$240,542	Executive Director	\$118,483	<b>\$122,847</b>	2023
<a href="#">American Environmental Health Studies Pr</a>	VT	\$206,502	Director	\$75,000	<b>\$84,914</b>	2024
<a href="#">Ballard Family Nature Center Inc</a>	IL	\$204,991	Co-director	\$34,670	<b>\$39,473</b>	2023
<a href="#">Natural Streams Foundation Inc</a>	PA	\$242,875	President And Ceo	\$35,069	<b>\$39,338</b>	2024
<a href="#">Otsego County Economic Alliance Inc</a>	MI	\$243,519	Executive Director	\$90,060	<b>\$107,651</b>	2023
<a href="#">Ecological Options Network</a>	CA	\$244,731	President	\$22,934	<b>\$22,276</b>	2024
<a href="#">Fair Future Movement Inc</a>	WI	\$199,436	Executive Director	\$30,291	<b>\$36,636</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ohio River Way</a>	OH	\$248,751	Executive Dir.	\$38,262	<b>\$45,585</b>	2024
<a href="#">Friends Of Wilmington Parks</a>	DE	\$194,460	Executive Director	\$45,000	<b>\$49,563</b>	2024
<a href="#">Live Green Connecticut Inc</a>	CT	\$260,833	President	\$137,500	<b>\$149,301</b>	2023
<a href="#">Pacific Beach Coalition</a>	CA	\$265,137	President	\$52,000	<b>\$50,508</b>	2024
<a href="#">Crawford Stewardship Project Ltd</a>	WI	\$179,146	Treasurer	\$7,358	<b>\$8,899</b>	2023
<a href="#">Wilderness Volunteers Giving Something Back</a>	AZ	\$269,117	Executive Director	\$69,457	<b>\$75,138</b>	2024
<a href="#">Friends Of The Tualatin River National Wildlife Refuge</a>	OR	\$177,564	Executive Director	\$62,820	<b>\$65,622</b>	2024
<a href="#">Coastal Bend Air Quality Partnership</a>	TX	\$174,000	Executive Director	\$118,429	<b>\$133,256</b>	2024
<a href="#">808 Cleanups</a>	HI	\$278,781	Executive Director	\$43,200	<b>\$43,507</b>	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 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 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	34 organizations. Compensation range \$1,100–\$254,090; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$223,552); for reference, expenses \$156,612 and assets \$188,310.
ROLE MATCH	Michael Thiele, reported title " <i>PRESIDENT</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** 1 peer 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	59 <sup>th</sup>

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 (Michael Thiele) 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 34 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,670 is reasonable (approximately the 62<sup>nd</sup> 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.