

Treasure Valley Canopy Network Inc

Executive Director / CEO

EIN 863733739

ID · NTEE C36

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lance Davisson, Executive Director / CEO** (\$52,734) against **every comparable organization** that fit the selection criteria — **492** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Lance Davisson — 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 (C36).
BUDGET	Total revenue between \$143,487 and \$321,241 — 0.67x to 1.50x the subject's \$214,161 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

492 organizations qualified on sector, size, and geography → **492** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,751	\$28,208	\$50,197	\$69,347	\$91,164	\$52,734
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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 ID 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
I-20 Wildlife Preserve & Jenna Welch	TX	\$214,236	Executive Dir.	\$59,249	\$55,714	2023
Indiana Land Protection Alliance	IN	\$213,769	Executive Director	\$77,500	\$76,828	2023
Kittitas Environmental Education Network	WA	\$213,581	Environmental Education Director	\$33,804	\$27,634	2024
Maine Association Of Conservation Districts	ME	\$214,852	Executive Director (Contracted)	\$35,055	\$32,997	2023
Three Rivers Land Trust	ME	\$214,866	Executive Director, Outgoing	\$28,719	\$27,033	2023
Affta Fisheries Fund	MT	\$215,150	Executive Dir.	\$70,000	\$70,931	2023
People For Urban Progress Inc	IN	\$215,173	Executive Director	\$52,911	\$50,947	2024
Outdoor Inclusion Coalition	PA	\$212,979	President &	\$80,000	\$72,843	2024
Philadelphia Community Farm Inc	WI	\$212,883	President	\$4,548	\$4,337	2024
Champions Kids Camp Inc	TX	\$215,477	President	\$41,460	\$37,868	2024
Rail-trail Council Of Northeastern	PA	\$212,660	Executive Director	\$26,088	\$23,755	2024
North Shore Latino Business Center	MA	\$215,700	Clerk	\$111,122	\$91,175	2024
Delray Beach Children's Garden Inc	FL	\$215,927	President	\$39,996	\$35,320	2023
Valley In Motion	PA	\$212,338	President	\$89,675	\$81,653	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bucks Beautiful Inc	PA	\$212,217	Executive Di	\$40,083	\$36,497	2024
Nation Ford Land Trust	SC	\$216,144	Director	\$44,162	\$40,982	2025
School Garden Project Of Lane County	OR	\$216,246	Executive Dir.	\$57,975	\$49,159	2024
Mundo Gardens	CA	\$212,039	President	\$75,000	\$60,879	2023
Heroic Gardens	PA	\$216,500	Executive Dir.	\$54,150	\$49,305	2024
Assoc Of Us Delegates To The Gulf Of	ME	\$216,510	Executive Director & Counc	\$73,905	\$67,571	2024
Project O	CA	\$216,852	President & Ceo	\$54,000	\$43,833	2023
Whaleman International Ltd	HI	\$211,410	President Director Treasurer	\$59,750	\$48,844	2024
Preserve Historic Sleeping Bear	MI	\$216,955	Executive Director	\$32,000	\$30,158	2024
Friends Of Lake Elmo's	MN	\$217,060	Board Member	\$2,013	\$1,816	2024
The Firefly Gathering Inc	NC	\$211,169	Executive Director	\$24,805	\$24,093	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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 **492** organizations. Compensation range \$566–\$377,047; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$214,161); for reference, expenses \$182,192 and assets \$107,992.

ROLE MATCH	Lance Davisson, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	53 rd
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	51 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 (Lance Davisson) 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 492 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,734 is reasonable (approximately the 53rd 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.