

This analysis benchmarks the total compensation of **John Stringer, Executive Director / CEO** (\$30,067) against **every comparable organization** that fit the selection criteria — **415** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** John Stringer — 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 (C35).
BUDGET	Total revenue between \$124,857 and \$279,531 — 0.67x to 1.50x the subject's \$186,354 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**415** organizations qualified on sector, size, and geography → **415** within the band form the benchmarked peer set.

### Distribution of comparable compensation



\$10,015	\$30,821	\$57,968	\$83,596	\$108,598	\$30,067
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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="#">Memory Trees Corporation</a>	FL	\$187,856	Executive Director	\$11,000	<b>\$12,321</b>	2023
<a href="#">Missourians For A Balanced Energy Future</a>	MO	\$188,000	Executive Director	\$70,000	<b>\$85,861</b>	2024
<a href="#">Friends Of Palm Beach Inc</a>	FL	\$188,309	President	\$60,000	<b>\$65,275</b>	2024
<a href="#">Riverside Nature Center Association</a>	TX	\$184,301	Executive Director	\$50,000	<b>\$59,633</b>	2023
<a href="#">Green Sports Alliance Foundation</a>	OR	\$188,603	Executive Director	\$65,368	<b>\$72,377</b>	2023
<a href="#">Keep Polk County Beautiful Inc</a>	FL	\$184,054	Executive Director	\$66,619	<b>\$70,608</b>	2025
<a href="#">Narrow Ridge Center</a>	TN	\$189,012	Director	\$31,981	<b>\$38,930</b>	2024
<a href="#">California Garden Clubs Inc</a>	CA	\$183,339	Treasurer	\$3,600	<b>\$3,600</b>	2024
<a href="#">Epic Institute</a>	CA	\$189,945	Treasurer & Sec	\$150,138	<b>\$154,573</b>	2023
<a href="#">Olympic Forest Coalition</a>	WA	\$181,641	Executive Director	\$13,253	<b>\$14,147</b>	2023
<a href="#">Friends Of Ansonia Nature Center Inc</a>	CT	\$191,282	Treasurer	\$2,158	<b>\$2,413</b>	2023
<a href="#">Pozo De Agua Inc</a>	PR	\$181,070	President	\$21,020	<b>\$21,020</b>	2024
<a href="#">Lake Worth Lagoon Environmental Defense</a>	FL	\$180,852	Executive Direc	\$15,701	<b>\$17,586</b>	2023
<a href="#">Florida Coastal Conservancy</a>	FL	\$180,492	President	\$35,250	<b>\$38,349</b>	2024
<a href="#">Aquatic Ecosystem Restoration</a>	MI	\$180,120	Executive Di	\$20,000	<b>\$23,907</b>	2024
<a href="#">Bexar Branches Alliance Corp</a>	TX	\$192,856	Executive Director	\$24,636	<b>\$29,383</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Scraplanta Inc</a>	GA	\$193,209	Executive Director	\$32,902	<b>\$37,325</b>	2025
<a href="#">Crawford Stewardship Project Ltd</a>	WI	\$179,146	Treasurer	\$7,358	<b>\$9,162</b>	2023
<a href="#">Arctic Circle Foundation Inc Us</a>	GA	\$193,656	President/director	\$25,000	<b>\$29,970</b>	2023
<a href="#">Clean Valley Council Inc</a>	VA	\$194,336	Executive Director	\$65,589	<b>\$71,449</b>	2025
<a href="#">Friends Of Wilmington Parks</a>	DE	\$194,460	Executive Director	\$45,000	<b>\$51,027</b>	2024
<a href="#">Kentucky Heartwood Inc</a>	KY	\$178,102	Executive Di	\$52,974	<b>\$67,857</b>	2023
<a href="#">Deidox Films Inc</a>	CA	\$194,842	Chair/executive Director	\$88,000	<b>\$90,599</b>	2023
<a href="#">Uptown Lexington Inc</a>	NC	\$195,095	President	\$600	<b>\$718</b>	2024
<a href="#">Friends Of The Tualatin River National Wildlife Refuge</a>	OR	\$177,564	Executive Director	\$62,820	<b>\$67,560</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 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 415 organizations. Compensation range \$581–\$478,222; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$186,354); for reference, expenses \$223,336 and assets \$191,503.

**ROLE MATCH** John Stringer, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 15 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	25 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	28 <sup>th</sup>
Reportable pay only (column D), adjusted	26 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (John Stringer) 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 415 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,067 is reasonable (approximately the 25<sup>th</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.