

Shinnecock Kelp Farmers Incorporated

Executive Director / CEO

EIN **883011968**
 NY · NTEE C60
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Tela Troge, Executive Director / CEO** (\$70,868) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

Benchmarked executive: Tela Troge — reported title “BOARD MEMBER”, 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 (C60).

BUDGET Total revenue between \$160,756 and \$359,902 — 0.67x to 1.50x the subject's \$239,935 (the band tightens as size grows).

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

68 organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,117	\$35,217	\$55,960	\$73,273	\$94,383	\$70,868
----------	----------	----------	----------	----------	----------



■ 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 NY 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
Willow Bend Environmental Education Center	AZ	\$238,896	Ceo	\$56,991	\$59,092	2025
Empire Discovery Institute Inc	NY	\$234,954	Interim Ceo	\$443,876	\$456,987	2023
Barnacles And Bees	WA	\$232,671	Executive Director	\$40,784	\$40,408	2024
Gari Group Inc	NY	\$250,000	President	\$9,900	\$10,192	2023
Earthreports Inc	MD	\$228,798	Ceo	\$15,461	\$16,469	2023
We Are Neutral Inc	FL	\$251,714	Executive Director	\$62,400	\$64,872	2024
Hawaii Seafood Council	HI	\$251,749	Executive Director	\$51,000	\$50,530	2024
Justme For Justus	ME	\$252,348	Director	\$49,244	\$54,569	2024
Triple Bottom Line Institute Incorporated	FL	\$252,750	President	\$78,517	\$84,038	2023
The Nature Of Cities	NY	\$226,579	Exective Director	\$28,850	\$29,702	2023
Teens Take On Climate Inc	WI	\$253,820	President	\$135,499	\$156,602	2024
Growing Communities Inc	CA	\$253,966	President	\$147,531	\$145,144	2023
Sjvwater	CA	\$225,385	Ceo/editor	\$50,638	\$49,819	2023
Arctictoday	AK	\$256,031	Editor In Chief, Resigned Feb 2023	\$28,846	\$31,421	2023
Between The Rivers Nature Center	ME	\$222,910	President	\$11,720	\$12,987	2024
Sustainable Contra Costa	CA	\$258,679	Ceo	\$34,425	\$33,868	2023
Wisconsin Woodland Owners	WI	\$218,332	Executive Di	\$82,400	\$95,234	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Patagonia Area Resource Alliance	AZ	\$217,200	Co Chair And Mission Coordinator	\$29,466	\$32,286	2023
Delray Beach Children's Garden Inc	FL	\$215,927	President	\$39,996	\$42,808	2023
Champions Kids Camp Inc	TX	\$215,477	President	\$41,460	\$45,896	2024
Kittitas Environmental Education Network	WA	\$213,581	Environmental Education Director	\$33,804	\$33,493	2024
Outdoor Inclusion Coalition	PA	\$212,979	President &	\$80,000	\$88,287	2024
Isle Royale Natural History Association	MI	\$267,731	Executive Director	\$49,907	\$58,690	2023
Native Lands Restoration Collaborative	KS	\$208,857	Executive Director	\$51,875	\$62,019	2024
Environmental Education Council Of Oh In	OH	\$205,932	Executive Director	\$56,255	\$67,885	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 68 organizations. Compensation range \$571–\$456,987; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$239,935); for reference, expenses \$249,318 and assets \$402,398.

ROLE MATCH Tela Troge, reported title "*BOARD MEMBER*", 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	72 nd
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	69 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 (Tela Troge) 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 68 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,868 is reasonable (approximately the 72nd 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.