

Whidbey Environmental Action Network

Executive Director / CEO

EIN 911656410

WA · NTEE C013

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Marnie A Jackson, Executive Director / CEO** (\$87,880) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

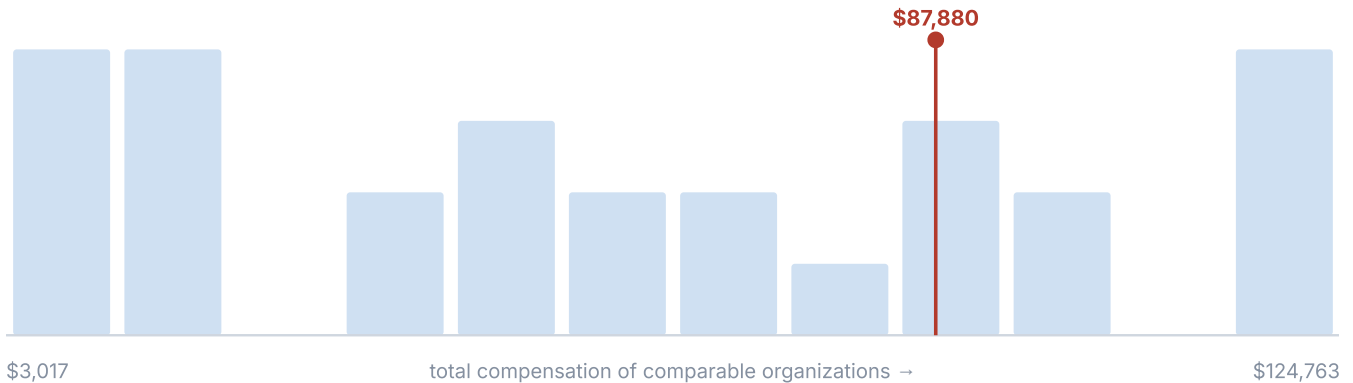
Benchmarked executive: Marnie A Jackson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C013).
BUDGET	Total revenue between \$117,425 and \$262,893 — 0.67x to 1.50x the subject's \$175,262 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C01), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,413	\$17,379	\$54,599	\$90,619	\$115,440	\$87,880
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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 WA 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
Ohio Forestry Association Foundation Inc	OH	\$171,122	Executive Director	\$2,550	\$3,017	2023
Spanish Peaks Alliance For Wildfire	CO	\$195,214	Executive Director	\$18,586	\$19,335	2024
Happiness Project	CO	\$195,474	President	\$47,255	\$50,610	2023
National Environmental Policy And Law Center Inc	MA	\$196,319	Clerk, Director, Litigation Director	\$122,431	\$122,884	2023
Save The Yellowstone Grizzly	MT	\$153,826	Board Treasu	\$12,000	\$14,448	2023
Big Bend Conservation Alliance	TX	\$197,362	Executive Director	\$79,725	\$86,520	2024
Urban Greenspaces Institute	OR	\$200,278	Executive Di	\$8,666	\$8,989	2023
Badlands National Park	SD	\$149,803	Executive Director	\$76,635	\$91,757	2024
San Leandro 2050	CA	\$202,590	Ceo	\$8,000	\$7,716	2023
St Louis River Alliance	MN	\$203,974	Executive Director	\$71,817	\$79,261	2023
The Hourglass Foundation	PA	\$205,053	Executive Di	\$82,708	\$89,481	2024
Cayuga Lake Watershed Network Inc	NY	\$206,879	Executive Director	\$73,320	\$74,001	2023
New Mexico Recycling Coalition	NM	\$209,215	Executive Director	\$96,382	\$115,786	2023
Ashland Climate Collaborative	OR	\$211,127	Executive Director	\$42,758	\$43,078	2024
Whaleman International Ltd	HI	\$211,410	President Director Treasurer	\$59,750	\$58,036	2024
More Action For Regeneration Inc	FL	\$219,764	Treasurer / Executive Director	\$40,000	\$40,766	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
1000 Friends Of Wisconsin	WI	\$220,033	Executive Director	\$82,527	\$96,267	2023
Minnesota Conservation Federation	MN	\$228,598	Executive Di	\$46,500	\$49,848	2024
Ohio Environmental Council Action Fund	OH	\$228,737	Interim President (Term. 09/22)	\$8,196	\$9,696	2023
Comal County Conservation Alliance Inc	TX	\$237,135	Executive Dir.	\$62,968	\$70,353	2023
Women For Conservation	VA	\$242,451	Executive Director	\$48,000	\$51,766	2023
River Keepers	ND	\$249,256	Exec. Dir.	\$96,768	\$115,209	2024
Passive House New England Inc	MA	\$249,958	Executive Director	\$127,975	\$124,763	2024
Ecological Rights Foundation	CA	\$251,438	Executive Dir.	\$15,000	\$14,052	2024
Vermonters For A Clean Environment Inc	VT	\$252,053	Executive Dir.	\$50,000	\$54,599	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 27 organizations. Compensation range \$3,017–\$124,763; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$175,262); for reference, expenses \$184,729 and assets \$310,286.

ROLE MATCH Marnie A Jackson, reported title "EXECUTIVE DIRECTOR", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	70 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	63 rd

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 (Marnie A Jackson) 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 27 similarly situated organizations (Same NTEE sector (C01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,880 is reasonable (approximately the 70th 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.