

# Lake Katherine Nature Center And Botanic

Executive Director / CEO

EIN 911848185

IL · NTEE C30Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gareth Blakesley, Executive Director / CEO** (\$90,177) against **every comparable organization** that fit the selection criteria — **152** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

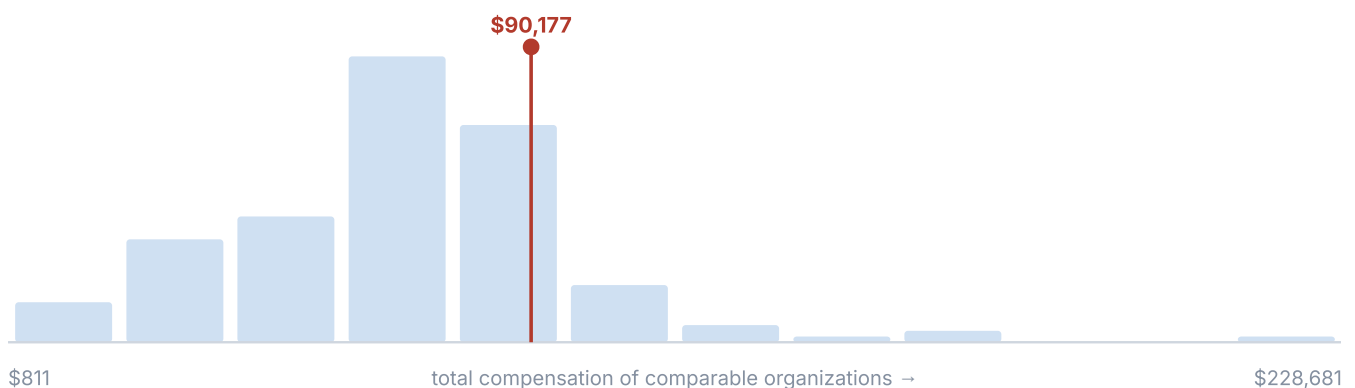
**Benchmarked executive:** Gareth Blakesley — reported title “Operations Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30Z).
BUDGET	Total revenue between \$295,114 and \$660,703 — 0.67x to 1.50x the subject's \$440,469 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

**152** organizations qualified on sector, size, and geography → **152** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$24,983	\$51,081	\$68,866	\$84,926	\$103,251	\$90,177
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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 IL 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="#">Department Of Bioregion</a>	WA	\$439,391	Executive Director	\$49,042	<b>\$43,380</b>	2024
<a href="#">Royal African Foundation</a>	UT	\$441,715	President	\$23,328	<b>\$23,589</b>	2024
<a href="#">Waterkeepers Chesapeake Inc</a>	MD	\$437,762	Executive Director	\$69,300	<b>\$64,011</b>	2024
<a href="#">Uhiwai O Haleakala</a>	HI	\$443,476	Executive Di	\$102,373	<b>\$90,555</b>	2024
<a href="#">Climate Advocates Voces Unidas</a>	TX	\$437,100	Outgoing Exe	\$136,379	<b>\$131,309</b>	2025
<a href="#">Coalition For Sonoran Desert Protection</a>	AZ	\$436,402	Executive Dir.	\$77,915	<b>\$74,033</b>	2024
<a href="#">Glen Canyon Institute</a>	UT	\$436,232	Executive Di	\$75,326	<b>\$76,169</b>	2024
<a href="#">Carbon Underground</a>	CA	\$435,291	Director, Strategic Partnerships	\$59,547	<b>\$54,446</b>	2022
<a href="#">Coral Bay Community Council</a>	VI	\$434,239	Executive Director	\$83,628	<b>\$81,229</b>	2024
<a href="#">Partners For Conservationinc</a>	CO	\$447,284	Executive Di	\$117,375	<b>\$111,197</b>	2024
<a href="#">Gunpowder Riverkeeper Inc</a>	MD	\$431,484	Executive Director	\$65,721	<b>\$60,705</b>	2024
<a href="#">Forests Forever Inc</a>	CA	\$431,470	Ex Dir. & Secre	\$79,070	<b>\$67,457</b>	2024
<a href="#">Wildlife Leadership Academy</a>	PA	\$449,846	Executive Director	\$65,339	<b>\$66,277</b>	2023
<a href="#">Balsam Mountain Trust</a>	NC	\$449,949	Executive Director	\$102,083	<b>\$107,290</b>	2023
<a href="#">Mid John Day Watershed Council</a>	OR	\$450,522	Executive Director	\$63,008	<b>\$59,518</b>	2023
<a href="#">Mclean Game Refuge Inc</a>	CT	\$428,079	President	\$49,166	<b>\$45,545</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Keep The Tennessee River Beautiful</a>	TN	\$453,131	Custodian Of	\$69,282	<b>\$71,950</b>	2024
<a href="#">Baduwa't Watershed Council</a>	CA	\$426,600	Board President	\$55,370	<b>\$46,020</b>	2025
<a href="#">St Bartholomew's Conservancy Inc</a>	NY	\$454,826	Executive Director	\$127,870	<b>\$117,531</b>	2023
<a href="#">Blue Heron Nature Preserve Inc</a>	GA	\$455,759	Executive Dir.	\$21,745	<b>\$21,602</b>	2024
<a href="#">Graylag Nature Preserve Inc</a>	NH	\$456,956	Executive Director	\$84,165	<b>\$76,781</b>	2024
<a href="#">Public Land Solutions</a>	UT	\$422,713	Managing Dir	\$105,744	<b>\$106,927</b>	2024
<a href="#">Native American Environmental</a>	CA	\$458,322	Executive Dir.	\$69,450	<b>\$59,250</b>	2024
<a href="#">Wachiska Audubon Society Inc</a>	NE	\$421,211	Executive Di	\$70,404	<b>\$74,814</b>	2024
<a href="#">Partnership For The National Trails</a>	DC	\$418,939	Executive Director	\$105,380	<b>\$91,364</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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** 152 organizations. Compensation range \$811–\$228,681; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$440,469); for reference, expenses \$385,134 and assets \$520,950.

ROLE MATCH	Gareth Blakesley, reported title " <i>Operations Manager</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	<b>82<sup>nd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>77<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>84<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>79<sup>th</sup></b>

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 (Gareth Blakesley) 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 152 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,177 is reasonable (approximately the 82<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.