

# Montana Conservation Society

Executive Director / CEO

EIN 921136799

MT · NTEE C99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rob Arnaud, Executive Director / CEO** (\$110,000) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92<sup>nd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

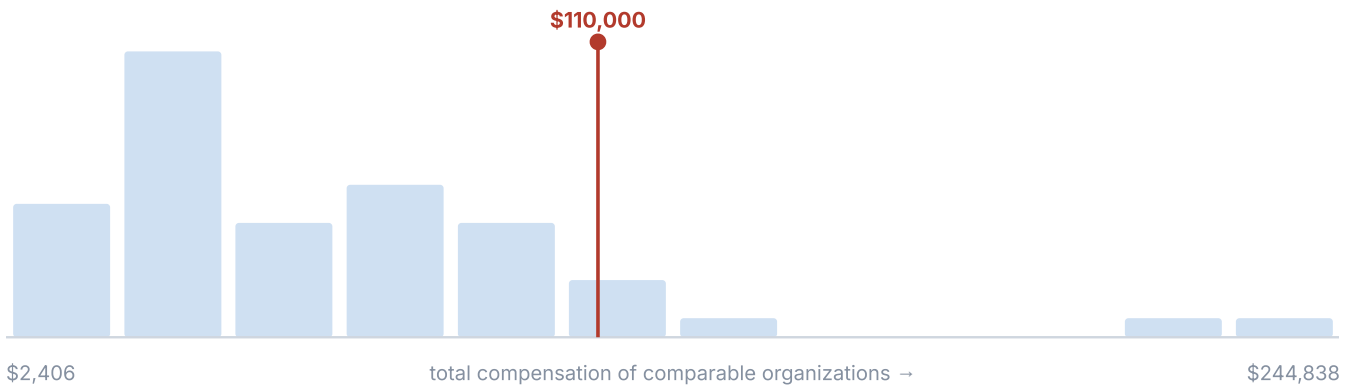
**Benchmarked executive:** Rob Arnaud — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C99).
BUDGET	Total revenue between \$191,218 and \$428,100 — 0.67x to 1.50x the subject's \$285,400 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C99), nationwide + budget 0.67–1.5x revenue.

**48** organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,165	\$31,886	\$47,229	\$83,297	\$103,543	<b>\$110,000</b>
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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 MT 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="#">Bee The World Corp</a>	TX	\$280,446	President	\$2,593	<b>\$2,406</b>	2024
<a href="#">808 Cleanups</a>	HI	\$278,781	Executive Director	\$43,200	<b>\$35,881</b>	2024
<a href="#">Citizens For Nuclear Technology Awareness</a>	SC	\$296,011	Current Exec Dir	\$62,750	<b>\$60,730</b>	2024
<a href="#">Portland Harbor Community Coalition</a>	OR	\$300,429	Executive Director	\$45,224	<b>\$40,112</b>	2023
<a href="#">African Hope Fund Inc</a>	CA	\$300,697	Operations Manager	\$35,500	<b>\$28,438</b>	2024
<a href="#">Wilderness Volunteers Giving Something Back</a>	AZ	\$269,117	Executive Director	\$69,457	<b>\$61,969</b>	2024
<a href="#">Wilderness Louisville Inc</a>	KY	\$302,359	Executive Director	\$91,749	<b>\$91,445</b>	2024
<a href="#">The Resource Exchange</a>	PA	\$303,956	Executive Director Ceo	\$47,168	<b>\$43,636</b>	2024
<a href="#">Pacific Beach Coalition</a>	CA	\$265,137	President	\$52,000	<b>\$41,655</b>	2024
<a href="#">Live Green Connecticut Inc</a>	CT	\$260,833	President	\$137,500	<b>\$123,132</b>	2023
<a href="#">Ohio River Way</a>	OH	\$248,751	Executive Dir.	\$38,262	<b>\$37,595</b>	2024
<a href="#">Ecological Options Network</a>	CA	\$244,731	President	\$22,934	<b>\$18,372</b>	2024
<a href="#">Otsego County Economic Alliance Inc</a>	MI	\$243,519	Executive Director	\$90,060	<b>\$88,783</b>	2023
<a href="#">Natural Streams Foundation Inc</a>	PA	\$242,875	President And Ceo	\$35,069	<b>\$32,443</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Eastrail Partners</a>	WA	\$240,542	Executive Director	\$118,483	<b>\$101,316</b>	2023
<a href="#">The Houston Parks Board Foundation</a>	TX	\$331,722	Hpb President & Ceo	\$29,230	<b>\$27,125</b>	2024
<a href="#">Sovereign Energy</a>	NM	\$238,491	Executive Director	\$11,538	<b>\$11,853</b>	2023
<a href="#">The Ike Foundation</a>	NJ	\$235,402	Trustee	\$253,000	<b>\$209,556</b>	2024
<a href="#">Valley Advocates For</a>	ID	\$339,513	Executive Di	\$102,141	<b>\$100,800</b>	2024
<a href="#">Mo Hives Kc</a>	MO	\$230,471	Executive Director	\$34,900	<b>\$34,292</b>	2024
<a href="#">Bethesda Green Inc</a>	MD	\$341,433	Executive Director	\$119,508	<b>\$103,650</b>	2024
<a href="#">Grand Island Area Clean Community</a>	NE	\$343,860	Executive Di	\$81,649	<b>\$81,468</b>	2024
<a href="#">Cultiva International Inc</a>	UT	\$225,527	President	\$36,000	<b>\$35,190</b>	2023
<a href="#">Apis Arborea</a>	CA	\$223,552	President	\$67,670	<b>\$55,809</b>	2023
<a href="#">Mississippi Lower Delta Partnership</a>	MS	\$222,010	Coordinator	\$66,790	<b>\$71,047</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 **48** organizations. Compensation range \$2,406–\$244,838; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$285,400); for reference, expenses \$347,453 and assets \$22,527.
ROLE MATCH	Rob Arnaud, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	92 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	88 <sup>th</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 (Rob Arnaud) 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 48 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,000 is reasonable (approximately the 92<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.