

# For A Better Bayou

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **James Hiatt, Executive Director / CEO** (\$84,000) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** James Hiatt — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

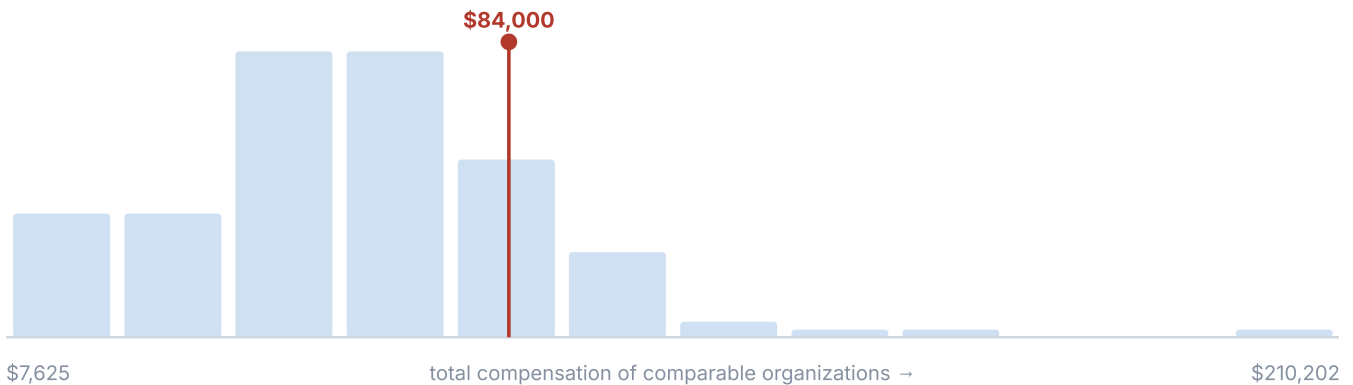
**SECTOR** Organizations sharing the subject's NTEE classification (C30).

**BUDGET** Total revenue between \$253,034 and \$566,494 — 0.67x to 1.50x the subject's \$377,663 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

**145** organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,581	\$44,503	\$60,572	\$75,915	\$96,914	\$84,000
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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 LA 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="#">Resilience Alliance Inc</a>	MA	\$377,838	Clerk, Treasurer And Ed	\$11,468	<b>\$9,359</b>	2024
<a href="#">Cahaba Riverkeeper Inc</a>	AL	\$378,985	Employee	\$75,833	<b>\$74,401</b>	2024
<a href="#">Otsego County Conservation</a>	NY	\$383,328	Executive Dir.	\$69,904	<b>\$57,365</b>	2024
<a href="#">Ocean Futures Society Inc</a>	CA	\$384,635	President	\$81,210	<b>\$65,565</b>	2023
<a href="#">Eel River Recovery Project Inc</a>	CA	\$368,368	Board Chair	\$78,325	<b>\$63,236</b>	2023
<a href="#">Science &amp; Environmental Council Of</a>	FL	\$387,494	Executive Director	\$24,000	<b>\$21,080</b>	2023
<a href="#">Mt Mountain Mamas</a>	MT	\$389,821	Executive Dir.	\$80,000	<b>\$78,315</b>	2024
<a href="#">Rivanna Conservation Alliance</a>	VA	\$364,992	Executive Director	\$32,296	<b>\$29,156</b>	2023
<a href="#">Alliance For The Wild Rockies Inc</a>	MT	\$364,633	Executive Director/treasur	\$105,808	<b>\$103,579</b>	2024
<a href="#">Billings Trailnet</a>	MT	\$364,583	Executive Director	\$75,323	<b>\$75,915</b>	2023
<a href="#">Community Cloud Forest Conservation</a>	MN	\$390,975	Co-chair	\$36,241	<b>\$32,521</b>	2024
<a href="#">Friends Of The Delaware Canal Inc</a>	PA	\$364,269	Executive Di	\$81,900	<b>\$74,172</b>	2024
<a href="#">Living Observatory Inc</a>	MA	\$364,058	Director	\$42,388	<b>\$34,592</b>	2024
<a href="#">Maui Ocean Center Marine Institute</a>	HI	\$393,546	Executive Di	\$67,676	<b>\$55,026</b>	2024
<a href="#">Corkscrew Regional Ecosystem Watershed Land &amp; Wate</a>	FL	\$361,353	Executive Director	\$91,491	<b>\$78,055</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Putnam Land Conservancy Inc</a>	FL	\$394,090	Ceo & Conservation Director	\$64,167	<b>\$54,743</b>	2024
<a href="#">The Crest</a>	OR	\$360,557	Executive Director	\$66,333	<b>\$55,943</b>	2024
<a href="#">Southern Maryland Rc&amp;d Board Inc</a>	MD	\$395,050	Executive Di	\$44,034	<b>\$38,491</b>	2023
<a href="#">Vibe Tribe Adventures</a>	CO	\$360,098	Ceo	\$57,791	<b>\$51,811</b>	2023
<a href="#">E Inc</a>	MA	\$359,622	Executive Di	\$58,556	<b>\$46,555</b>	2025
<a href="#">Grow Native Massachusetts Inc</a>	MA	\$359,550	Executive Di	\$111,000	<b>\$90,585</b>	2024
<a href="#">Friends Of Baxter State Park</a>	ME	\$396,313	Executive Director	\$92,805	<b>\$84,394</b>	2024
<a href="#">Change Is Simple Inc</a>	MA	\$399,789	Executive Director	\$75,368	<b>\$63,323</b>	2023
<a href="#">City Grazing</a>	CA	\$353,251	Executive Director	\$11,721	<b>\$9,192</b>	2024
<a href="#">Southwest Iowa Nature Trails</a>	IA	\$352,427	Executive Di	\$18,920	<b>\$18,813</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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** 145 organizations. Compensation range \$7,625–\$210,202; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$377,663); for reference, expenses \$212,931 and assets \$270,327. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

RELATED-ORG PAY	5 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	87 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (James Hiatt) 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 145 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 is reasonable (approximately the 85<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.