

# Skagit Watershed Council

Executive Director / CEO

EIN 911931237

WA · NTEE C023

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Aundrea N McBride, Executive Director / CEO** (\$103,647) against **every comparable organization** that fit the selection criteria — **755** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C023).
BUDGET	Total revenue between \$243,717 and \$545,635 — 0.67x to 1.50x the subject's \$363,757 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**755** organizations qualified on sector, size, and geography → **755** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$24,238</b> 10TH	<b>\$51,241</b> 25TH	<b>\$77,119</b> MEDIAN	<b>\$102,447</b> 75TH	<b>\$129,644</b> 90TH	<b>\$103,647</b> THIS ORG · 76TH
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■ **Comparable organizations**

P16 P25 P50 P75 P90  
**\$24,238 \$51,241 \$77,119 \$102,447 \$129,644**

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	TOTAL REVENUE	TOTAL COMP	SOURCE
Living Observatory Inc	MA	\$364,058	<b>\$43,671</b>	990
Pilsen Enviromental Rights And Reform Organization	IL	\$363,375	<b>\$36,646</b>	990
Friends Of The Delaware Canal Inc	PA	\$364,269	<b>\$93,638</b>	990
Little River Wetlands Project Inc	IN	\$364,403	<b>\$88,405</b>	990
International Rocky Mountain Stage Stop	WY	\$363,097	<b>\$44,659</b>	990
Eastern Region Association Of Forest And Nature Schools	MD	\$364,438	<b>\$84,878</b>	990
Billings Trailnet	MT	\$364,583	<b>\$95,838</b>	990
Alliance For The Wild Rockies Inc	MT	\$364,633	<b>\$130,763</b>	990
Botanic Gardens Conservation	MA	\$364,663	<b>\$125,285</b>	990
Rivanna Conservation Alliance	VA	\$364,992	<b>\$36,808</b>	990
Wander Project	UT	\$365,325	<b>\$75,097</b>	990
Association Of Nature Center	UT	\$361,700	<b>\$87,361</b>	990
Conservation Alabama	AL	\$365,903	<b>\$87,927</b>	990
Reuse It Center Inc	KS	\$365,928	<b>\$40,128</b>	990
Corkscrew Regional Ecosystem Watershed Land & Wate	FL	\$361,353	<b>\$98,540</b>	990
Coachella Valley Irrigated Lands Coalition Inc	CA	\$361,310	<b>\$13,700</b>	990
Nashville Parks Foundation	TN	\$366,532	<b>\$68,240</b>	990
Craters Of The Moon Natural History Asso	ID	\$360,693	<b>\$76,273</b>	990
The Crest	OR	\$360,557	<b>\$70,624</b>	990
The Japanese Garden Foundation	OR	\$360,398	<b>\$22,964</b>	990
Viles Arboretum	ME	\$360,321	<b>\$70,644</b>	990
The Pomperaug River Watershed	CT	\$360,277	<b>\$72,697</b>	990
Keep North Fulton Beautiful Inc	GA	\$360,232	<b>\$106,005</b>	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Vibe Tribe Adventures	CO	\$360,098	<b>\$65,408</b>	990
Watershed Alliance Of	WA	\$360,058	<b>\$90,953</b>	990

## ■ 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 755 organizations. Compensation range \$350–\$993,580; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$363,757); for reference, expenses \$380,310 and assets \$271,275.

**ROLE MATCH** Aundrea N Mcbride, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 18 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>76<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>83<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>79<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>72<sup>nd</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

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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 (Aundrea N McBride) 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 755 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,647 is reasonable (approximately the 76<sup>th</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). 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.