

Friends Of The Mad River

Executive Director / CEO

EIN 030348974

VT · NTEE C320

FY ending 2024-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Ira Shadis, Executive Director / CEO** (\$68,571) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

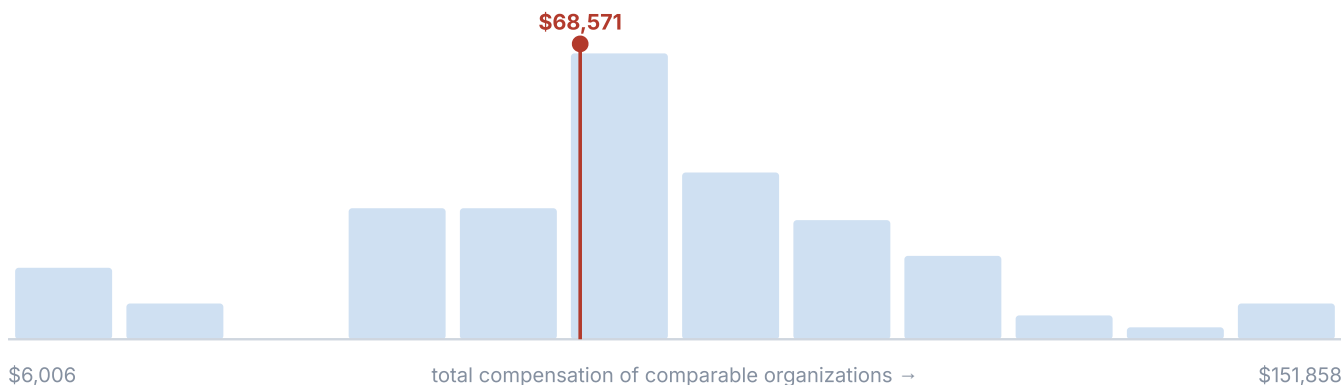
Benchmarked executive: Ira Shadis — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C320).
BUDGET	Total revenue between \$272,128 and \$609,243 — 0.67x to 1.50x the subject's \$406,162 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C32), nationwide + budget 0.67–1.5x revenue.

92 organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$43,029	\$57,423	\$75,721	\$90,328	\$107,214	\$68,571
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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 VT 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
Mills River Partnership Inc	NC	\$406,242	Executive Di	\$84,253	\$84,262	2025
Plant A Million Corals Foundation Inc	FL	\$406,319	President & Ceo	\$82,214	\$76,733	2024
Higgins Lake Foundation	MI	\$410,917	Executive Di	\$7,989	\$8,193	2024
Multicultural Education For Resource	CA	\$413,304	Exec. Director	\$94,250	\$83,246	2023
Haw River Assembly Inc	NC	\$397,564	Executive Di	\$71,611	\$73,514	2024
Save The River Inc	NY	\$419,357	Exec. Direc.	\$47,807	\$42,920	2024
River Rangers International Inc	OH	\$420,310	President/ce	\$75,000	\$78,922	2024
Doan Brook Watershed Partnership	OH	\$422,092	Executive Di	\$51,606	\$54,304	2024
Ohio River Foundation	OH	\$425,997	Executive Director	\$135,609	\$142,700	2024
The Center For Water Security And	DC	\$426,670	Vice-chair And Executive Director	\$138,333	\$124,167	2023
Crystal Springs Foundation Inc	FL	\$427,082	Vp/executive Director	\$86,565	\$83,181	2023
Southeastern Arizona Bird Observatory Inc	AZ	\$428,340	President	\$23,750	\$22,693	2024
Dolores River Boating Advocates	CO	\$434,872	Executive Director	\$90,444	\$86,163	2024
Khm International	HI	\$435,307	Exec Director	\$74,675	\$66,424	2024
Iowa Drainage District Association	IA	\$370,156	Executive Dir.	\$119,911	\$127,081	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Great River Passage Conservancy	MN	\$444,881	Executive Director	\$154,688	\$151,858	2024
National Watershed Coalition	OK	\$446,831	Executive Director	\$132,000	\$140,686	2025
Little River Wetlands Project Inc	IN	\$364,403	2023 Exec Di	\$71,023	\$76,611	2023
Coachella Valley Irrigated Lands Coalition Inc	CA	\$361,310	Executive Director	\$13,839	\$11,873	2024
The Pomperaug River Watershed	CT	\$360,277	Executive Di	\$67,628	\$62,998	2024
Watershed Alliance Of	WA	\$360,058	Executive Director	\$88,609	\$78,818	2024
Colorado Watershed Assembly	CO	\$453,242	Executive Director	\$72,000	\$70,618	2023
Middle Colorado Watershed Council	CO	\$454,149	Executive Director	\$93,526	\$91,731	2023
Luckiamute Watershed Council	OR	\$458,859	Exec Directo	\$28,333	\$26,141	2024
Savannah Riverkeeper Inc	GA	\$461,387	Executive Di	\$53,880	\$53,824	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 92 organizations. Compensation range \$6,006–\$151,858; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$406,162); for reference, expenses \$410,716 and assets \$525,517.

ROLE MATCH	Ira Shadis, reported title <i>"EXECUTIVE DIRECTOR"</i> , 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.
OUTLIERS	7 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	37 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	36 th

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 (Ira Shadis) 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 92 similarly situated organizations (Same NTEE sector (C32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,571 is reasonable (approximately the 37th 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.