

Watershed Alliance Of

Executive Director / CEO

EIN 261506315

WA · NTEE C32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sunrise O'mahoney, Executive Director / CEO** (\$88,609) against **every comparable organization** that fit the selection criteria — **86** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Sunrise O'mahoney — 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 (C32).

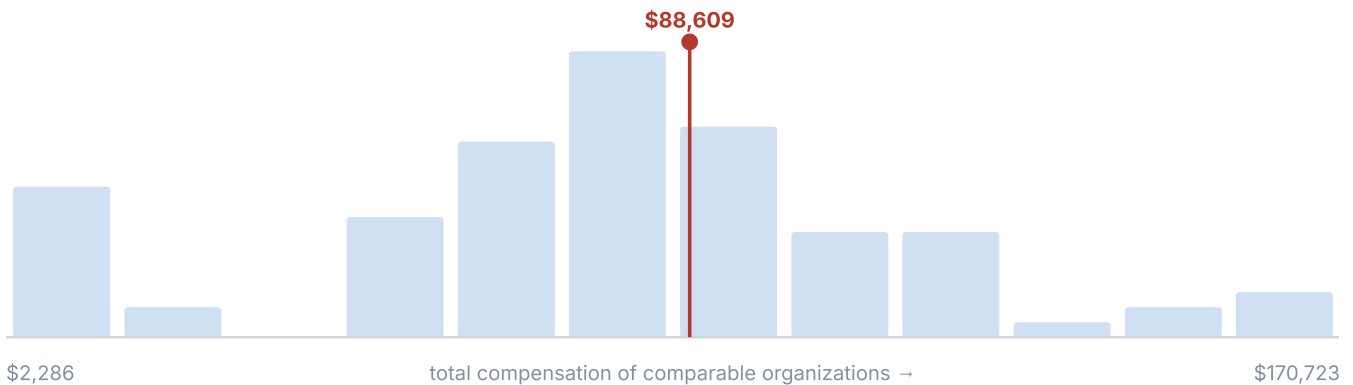
BUDGET Total revenue between \$241,238 and \$540,087 — 0.67x to 1.50x the subject's \$360,058 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C32), nationwide + budget 0.67–1.5x revenue.

86 organizations qualified on sector, size, and geography

→ **86** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,734	\$59,713	\$80,275	\$98,989	\$122,219	\$88,609
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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 WA 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
The Pomperaug River Watershed	CT	\$360,277	Executive Di	\$67,628	\$70,824	2024
Coachella Valley Irrigated Lands Coalition Inc	CA	\$361,310	Executive Director	\$13,839	\$13,347	2024
Little River Wetlands Project Inc	IN	\$364,403	2023 Exec Di	\$71,023	\$86,127	2023
Iowa Drainage District Association	IA	\$370,156	Executive Dir.	\$119,911	\$142,868	2025
Wyoming Wetland Society	WY	\$338,401	Program Director	\$50,071	\$61,656	2023
Maine Lakes Society	ME	\$336,391	Executive Di	\$76,106	\$85,120	2024
San Marcos River Foundation	TX	\$334,909	Executive Director	\$52,830	\$59,026	2024
North Santiam Watershed Council	OR	\$334,896	Executive Director	\$79,049	\$79,880	2025
South Santiam Watershed Council	OR	\$332,988	Executive Director	\$81,250	\$84,277	2024
Bitterroot Water Partnership	MT	\$332,971	Executive Director	\$81,500	\$101,023	2023
Upper Delaware Council Inc	NY	\$332,834	Executive Director	\$65,457	\$66,065	2024
Western Water Conservation	CA	\$332,382	Director	\$8,925	\$8,863	2023
Friends Of The Eel River	CA	\$331,549	Secretary (Non Voting)	\$78,203	\$77,653	2023
Northwoods Wildlife Center	WI	\$328,808	Vice Preside	\$5,000	\$6,752	2021
Peconic Baykeeper Inc	NY	\$327,883	Executive Di	\$123,903	\$125,055	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Michigan Municipal Wetland Alliance Inc	MI	\$324,309	Executive Director	\$52,008	\$59,958	2024
Haw River Assembly Inc	NC	\$397,564	Executive Di	\$71,611	\$82,646	2024
Alpine Watershed Group	CA	\$316,148	Executive Dir.	\$56,927	\$54,905	2024
Friends Of The Mad River	VT	\$406,162	Executive Director	\$68,571	\$77,089	2024
Mills River Partnership Inc	NC	\$406,242	Executive Di	\$84,253	\$94,729	2025
Plant A Million Corals Foundation Inc	FL	\$406,319	President & Ceo	\$82,214	\$86,265	2024
Freshwaters Illustrated Inc	OR	\$310,842	Staff Director	\$73,357	\$76,089	2024
Higgins Lake Foundation	MI	\$410,917	Executive Di	\$7,989	\$9,210	2024
Lake Merritt Institute	CA	\$308,288	Executive Director	\$81,872	\$76,929	2025
Multicultural Education For Resource	CA	\$413,304	Exec. Director	\$94,250	\$93,587	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 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.

● Sample, role match & sensitivity

PEER COUNT 86 organizations. Compensation range \$2,286–\$170,723; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$360,058); for reference, expenses \$433,987 and assets \$274,519.

ROLE MATCH	Sunrise O'mahoney, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	63 rd
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	62 nd

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 (Sunrise O'mahoney) 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 86 similarly situated organizations (Same NTEE sector (C32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,609 is reasonable (approximately the 63rd 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.