

# River Management Society

Executive Director / CEO

EIN 311297130

MD · NTEE B60Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Risa Shimoda, Executive Director / CEO** (\$80,786) 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 **63<sup>rd</sup>** percentile of comparable organizations within the typical range

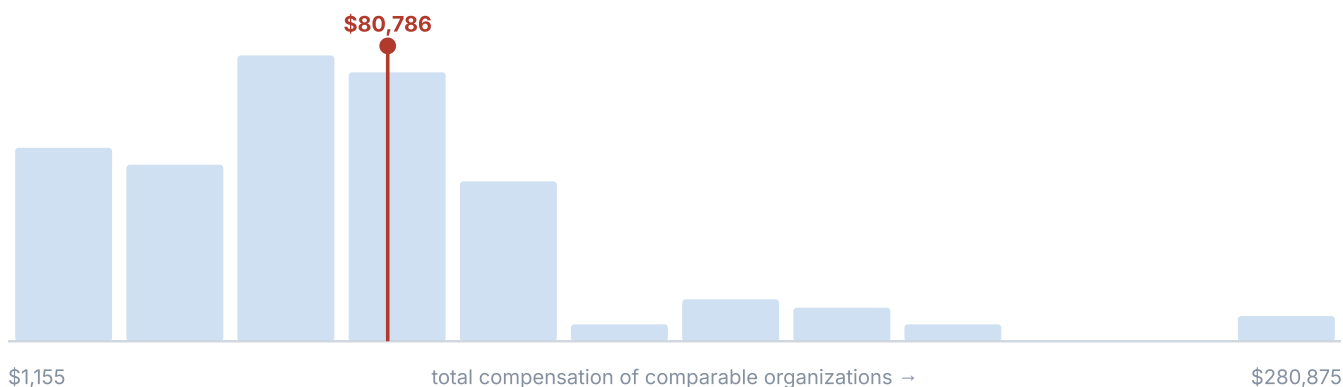
**Benchmarked executive:** Risa Shimoda — reported title “EXE. DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60Z).
BUDGET	Total revenue between \$250,870 and \$561,649 — 0.67x to 1.50x the subject's \$374,433 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), 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



\$17,844	\$41,405	\$67,620	\$93,514	\$120,581	\$80,786
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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 MD 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="#">Marine Credit Union Foundation</a>	WI	\$374,627	Executive Director	\$36,002	<b>\$41,405</b>	2023
<a href="#">Lone Star Construction Trades Training</a>	TX	\$372,178	Director	\$87,360	<b>\$93,472</b>	2024
<a href="#">Expanding Frontiers Corp</a>	TX	\$371,930	Board Member	\$71,190	<b>\$78,420</b>	2023
<a href="#">Leadership Tallahassee Inc</a>	FL	\$371,244	President/ceo	\$16,095	<b>\$16,650</b>	2023
<a href="#">Writing By Writers</a>	CA	\$377,918	President	\$101,278	<b>\$91,131</b>	2025
<a href="#">Agts Inc</a>	AZ	\$369,533	President/se	\$47,365	<b>\$47,468</b>	2025
<a href="#">Blue Ridge Literacy</a>	VA	\$380,696	Executive Dir.	\$56,660	<b>\$58,517</b>	2024
<a href="#">Greater Fort Worth Pro-life Ministries</a>	TX	\$367,579	Executive Director	\$48,617	<b>\$53,555</b>	2023
<a href="#">Ohio Empowerment Centers Inc</a>	OH	\$381,435	President And Ceo	\$149,968	<b>\$169,898</b>	2024
<a href="#">Movers And Shakas</a>	HI	\$366,694	Executive Director	\$162,210	<b>\$155,339</b>	2024
<a href="#">Monadnock Art X Tech</a>	NH	\$365,852	Executive Director	\$49,962	<b>\$50,803</b>	2023
<a href="#">Leadership Eastside</a>	WA	\$383,356	President And Ceo	\$109,000	<b>\$104,383</b>	2024
<a href="#">Literacy Volunteers Of Wayne County Inc</a>	NY	\$383,395	Executive Director	\$61,919	<b>\$59,847</b>	2024
<a href="#">Molokai Homestead Farmers Alliance</a>	HI	\$383,519	President	\$3,150	<b>\$3,017</b>	2024
<a href="#">Friends Of The Castle Inc</a>	OH	\$386,386	Executive Director	\$57,976	<b>\$67,620</b>	2023
<a href="#">Institute For Inclusion In The Legal</a>	IL	\$361,253	Ceo	\$92,591	<b>\$97,366</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Association Of Public Health</a>	NY	\$388,966	Executive Director	\$15,000	<b>\$14,498</b>	2024
<a href="#">Alaska Policy Forum Inc</a>	AK	\$355,370	Ceo/non-voting Secretary	\$86,923	<b>\$91,514</b>	2023
<a href="#">Minnesota Logger Education Program</a>	MN	\$354,004	Executive Di	\$94,500	<b>\$99,878</b>	2024
<a href="#">Calcpa Institute</a>	CA	\$398,027	President And Ceo	\$16,587	<b>\$15,320</b>	2024
<a href="#">Titusville Regional Literacy Council</a>	PA	\$350,618	Executive Director	\$42,466	<b>\$46,635</b>	2023
<a href="#">Literacy Volunteers Of America Essex &amp;</a>	NJ	\$350,582	Trustee	\$18,798	<b>\$18,482</b>	2023
<a href="#">Women's Rural Entrepreneurial</a>	NH	\$399,440	Executive Di	\$55,523	<b>\$53,424</b>	2025
<a href="#">Knox Regional Development Alliance</a>	KY	\$349,328	President/ce	\$150,000	<b>\$177,468</b>	2023
<a href="#">Plaza Comunitaria Sinaloa</a>	CA	\$348,476	Chief Executive Officer	\$69,807	<b>\$66,380</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 \$1,155–\$280,875; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$374,433); for reference, expenses \$419,503 and assets \$153,064.

**ROLE MATCH** Risa Shimoda, reported title "EXE. DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 6 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 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	56 <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 (Risa Shimoda) 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 (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,786 is reasonable (approximately the 63<sup>rd</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.