

# Blue Water Residential Nonprofit

Executive Director / CEO

EIN 383207834

MI · NTEE P70

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Beedon, Executive Director / CEO** (\$8,971) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Lisa Beedon — 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 (P70).

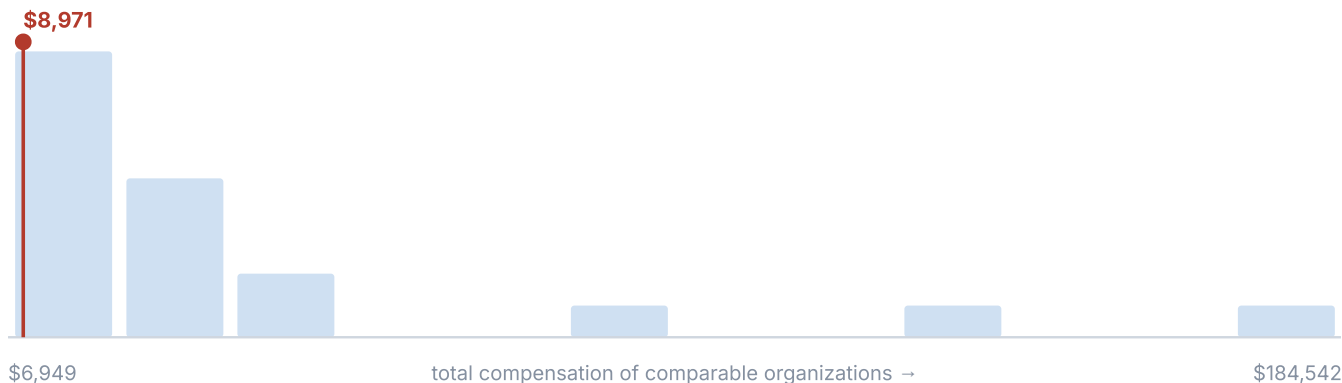
**BUDGET** Total revenue between \$58,799 and \$131,641 — 0.67x to 1.50x the subject's \$87,761 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P70), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,702

\$18,506

\$22,461

\$38,532

\$91,804

**\$8,971**



## ■ 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 MI 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="#">Rio Grande Children's Home Foundation</a>	TX	\$92,357	President & Ceo, Board Chair	\$190,419	<b>\$184,542</b>	2024
<a href="#">Quaker Heights Foundation Inc</a>	OH	\$93,192	Chief Executive Officer	\$78,074	<b>\$82,481</b>	2023
<a href="#">Lewis County United Methodist Ministries</a>	WV	\$97,361	Director	\$25,200	<b>\$27,215</b>	2023
<a href="#">Autumn Place Inc</a>	MD	\$99,591	President	\$20,272	<b>\$18,904</b>	2023
<a href="#">Federation Of Organizations Housing</a>	NY	\$75,155	Cfo	\$49,604	<b>\$44,709</b>	2023
<a href="#">Harborside Apartments Inc</a>	NJ	\$74,918	President	\$20,324	<b>\$18,100</b>	2023
<a href="#">Living Stones Village Usa Limited</a>	CA	\$74,345	President	\$40,000	<b>\$34,452</b>	2023
<a href="#">Jng Inc</a>	NY	\$68,380	Chief Executive Officer	\$24,419	<b>\$21,378</b>	2024
<a href="#">Pathfinder Homes Inc</a>	AR	\$111,008	Executive Director	\$21,642	<b>\$24,264</b>	2023
<a href="#">Aase Haugen Foundation Inc</a>	IA	\$113,108	Executive Di	\$20,566	<b>\$22,461</b>	2023
<a href="#">James River Apartments</a>	VA	\$115,728	Executive Director	\$15,818	<b>\$14,797</b>	2024
<a href="#">Community Living Corporation</a>	MA	\$117,622	Ceo	\$23,870	<b>\$20,246</b>	2025
<a href="#">Brotherhood Academy Corporation</a>	TX	\$117,801	Executive Director	\$133,208	<b>\$129,097</b>	2024
<a href="#">Guardian Angel Service</a>	MI	\$118,639	President	\$36,301	<b>\$36,301</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Psch 78th Street Ozone Park Housing</a>	NY	\$119,770	Ceo	\$20,684	<b>\$18,108</b>	2024
<a href="#">29th Judicial Casa Program</a>	VA	\$122,260	Executive Di	\$43,576	<b>\$40,763</b>	2024
<a href="#">Discovering Horizons</a>	CA	\$122,636	President & Ceo Of New Horizons	\$8,068	<b>\$6,949</b>	2023
<a href="#">Ltr Housing Corporation</a>	NY	\$125,017	President & Coo	\$23,348	<b>\$21,044</b>	2023
<a href="#">East Bay Housing Options Inc</a>	RI	\$128,443	Executive Director	\$16,653	<b>\$15,928</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	19 organizations. Compensation range \$6,949–\$184,542; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$87,761); for reference, expenses \$69,305 and assets \$705,484.
ROLE MATCH	Lisa Beedon, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	5 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	26 <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 (Lisa Beedon) 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 19 similarly situated organizations (Same NTEE sector (P70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,971 is reasonable (approximately the 5<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.