

# Friends Of The Shiawassee River

Executive Director / CEO

EIN 383348975

MI · NTEE C32

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Liz Roxberry, Executive Director / CEO** (\$46,752) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Liz Roxberry — reported title “EXEC DIRECTO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (C32).

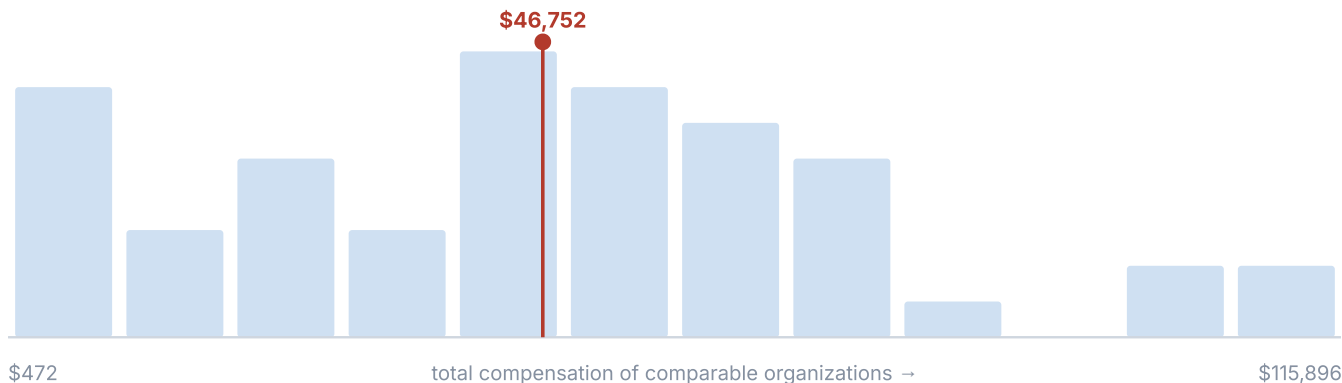
**BUDGET** Total revenue between \$118,684 and \$265,711 — 0.67x to 1.50x the subject's \$177,141 (the band tightens as size grows).

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

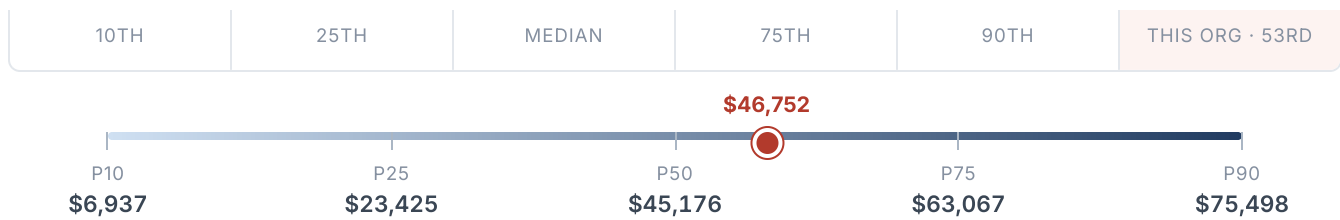
**49** organizations qualified on sector, size, and geography

→ **49** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|         |          |          |          |          |          |
|---------|----------|----------|----------|----------|----------|
| \$6,937 | \$23,425 | \$45,176 | \$63,067 | \$75,498 | \$46,752 |
|---------|----------|----------|----------|----------|----------|



## ● 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="#">Idaho Association Of Soil Conservation</a>  | ID    | \$176,628 | Executive Director                 | \$42,000        | <b>\$43,287</b>  | 2023 |
| <a href="#">Tennessee Riverkeeper</a>                   | AL    | \$174,228 | Executive Di                       | \$114,000       | <b>\$115,896</b> | 2024 |
| <a href="#">Lake Worth Lagoon Environmental Defense</a> | FL    | \$180,852 | Executive Direc                    | \$15,701        | <b>\$14,290</b>  | 2023 |
| <a href="#">Pozo De Agua Inc</a>                        | PR    | \$181,070 | President                          | \$21,020        | <b>\$20,417</b>  | 2024 |
| <a href="#">Pennsylvania Lake Management Society</a>    | PA    | \$168,728 | Executive Director                 | \$54,815        | <b>\$51,440</b>  | 2024 |
| <a href="#">Friends Of Palm Beach Inc</a>               | FL    | \$188,309 | President                          | \$60,000        | <b>\$53,042</b>  | 2024 |
| <a href="#">Upstream Watch</a>                          | ME    | \$163,974 | Executive Director                 | \$63,000        | <b>\$59,365</b>  | 2024 |
| <a href="#">Westlake Aquatic Center Inc</a>             | MO    | \$161,905 | Staff                              | \$7,457         | <b>\$7,432</b>   | 2024 |
| <a href="#">Brodheads Watershed Corporation</a>         | PA    | \$159,342 | Executive Director (Until 10/2023) | \$53,190        | <b>\$51,390</b>  | 2023 |
| <a href="#">Nansemond River Preservation Alliance</a>   | VA    | \$157,999 | Presidentceo                       | \$79,500        | <b>\$72,235</b>  | 2024 |
| <a href="#">Middle Susquehanna Riverkeeper</a>          | PA    | \$198,212 | Executive Di                       | \$57,120        | <b>\$53,603</b>  | 2024 |
| <a href="#">Save Our Saluda</a>                         | SC    | \$200,079 | President                          | \$61,170        | <b>\$60,053</b>  | 2024 |
| <a href="#">Werkin Outdoors</a>                         | NC    | \$153,506 | Committee Chair                    | \$28,037        | <b>\$27,262</b>  | 2024 |
| <a href="#">Streets Run Watershed Association</a>       | PA    | \$153,299 | Executive Director                 | \$88,000        | <b>\$82,582</b>  | 2024 |
| <a href="#">Altamaha Riverkeeper Inc</a>                | GA    | \$148,849 | Executive Director                 | \$77,920        | <b>\$73,727</b>  | 2024 |

| ORGANIZATION   | STATE | REVENUE   | MATCHED TITLE                 | COMP (REPORTED) | COMP (ADJUSTED) | FY   |
|--|-------|-----------|-------------------------------|-----------------|-----------------|------|
| <a href="#">The Pennsylvania Pink Zone</a>               | PA    | \$148,218 | Executive Director            | \$50,085        | <b>\$45,790</b> | 2025 |
| <a href="#">Trinity Edwards Springs Protection Assoc</a> | TX    | \$207,231 | Executive Dir.                | \$43,500        | <b>\$40,948</b> | 2024 |
| <a href="#">Friends Of Deckers Creek Inc</a>             | WV    | \$208,060 | Exec. Director                | \$41,273        | <b>\$42,053</b> | 2024 |
| <a href="#">International Society Of Limnology-sil</a>   | NC    | \$145,957 | Editor In Chief-inland Waters | \$5,000         | <b>\$4,862</b>  | 2024 |
| <a href="#">Wentworth Watershed Association</a>          | NH    | \$145,870 | Executive Director            | \$77,861        | <b>\$67,655</b> | 2024 |
| <a href="#">Jacobs Creek Watershed Association</a>       | PA    | \$208,570 | Executive Director            | \$40,240        | <b>\$38,878</b> | 2023 |
| <a href="#">The Downstream Project</a>                   | VA    | \$145,658 | Executive Director            | \$65,076        | <b>\$59,129</b> | 2024 |
| <a href="#">Spokane River Forum</a>                      | WA    | \$208,638 | Executive Dir.                | \$46,376        | <b>\$38,065</b> | 2025 |
| <a href="#">Fish Reef Project</a>                        | CA    | \$140,925 | Executive Director            | \$27,000        | <b>\$21,940</b> | 2024 |
| <a href="#">Coastal Watershed Institute</a>              | WA    | \$138,944 | Executive Director            | \$560           | <b>\$472</b>    | 2024 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI cost of living and 2023 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT    **49** organizations. Compensation range \$472–\$115,896; filing years 2020–2025.

SIZE BASIS     Matched on total revenue (\$177,141); for reference, expenses \$202,712 and assets \$245,313.

**ROLE MATCH** Liz Roxberry, reported title "*EXEC DIRECTO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

| BASIS   | SUBJECT PERCENTILE |
|---|--------------------|
| Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default | 53 <sup>rd</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 45 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 51 <sup>st</sup>   |
| All sources (D + E + F), adjusted   | 53 <sup>rd</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 (Liz Roxberry) 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 49 similarly situated organizations (Same NTEE sector (C32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,752 is reasonable (approximately the 53<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.