

Ohio River Way

Executive Director / CEO

EIN 431986935
OH · NTEE C998
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Forest Clevenger, Executive Director / CEO** (\$38,262) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

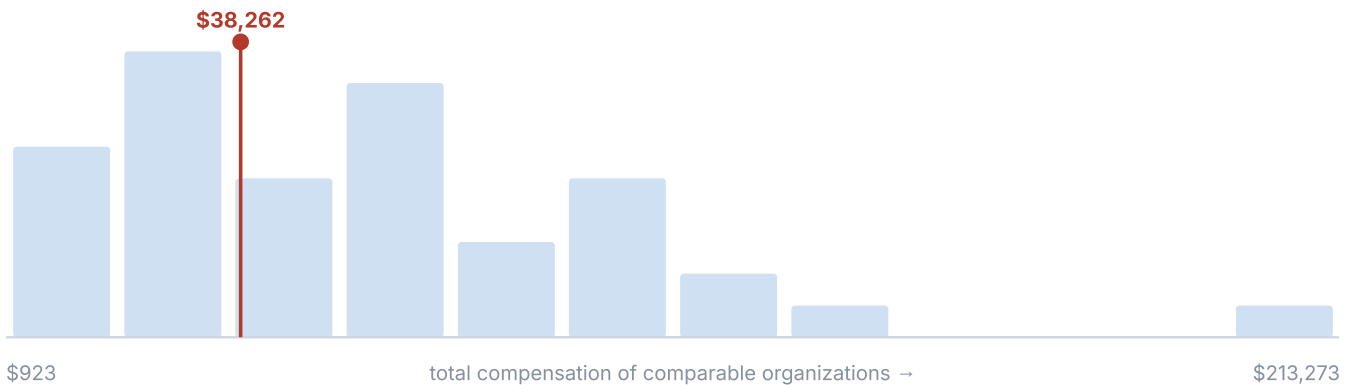
Benchmarked executive: Forest Clevenger — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C998).
BUDGET	Total revenue between \$166,663 and \$373,126 — 0.67x to 1.50x the subject's \$248,751 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C99), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,057	\$30,299	\$49,745	\$81,070	\$106,125	\$38,262
----------	----------	----------	----------	-----------	-----------------



■ 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 OH 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
Ecological Options Network	CA	\$244,731	President	\$22,934	\$18,698	2024
Otsego County Economic Alliance Inc	MI	\$243,519	Executive Director	\$90,060	\$90,358	2023
Natural Streams Foundation Inc	PA	\$242,875	President And Ceo	\$35,069	\$33,019	2024
Eastrail Partners	WA	\$240,542	Executive Director	\$118,483	\$103,113	2023
Sovereign Energy	NM	\$238,491	Executive Director	\$11,538	\$12,063	2023
Live Green Connecticut Inc	CT	\$260,833	President	\$137,500	\$125,316	2023
The Ike Foundation	NJ	\$235,402	Trustee	\$253,000	\$213,273	2024
Pacific Beach Coalition	CA	\$265,137	President	\$52,000	\$42,394	2024
Mo Hives Kc	MO	\$230,471	Executive Director	\$34,900	\$34,900	2024
Wilderness Volunteers Giving Something Back	AZ	\$269,117	Executive Director	\$69,457	\$63,068	2024
Cultiva International Inc	UT	\$225,527	President	\$36,000	\$35,815	2023
Apis Arborea	CA	\$223,552	President	\$67,670	\$56,799	2023
Mississippi Lower Delta Partnership	MS	\$222,010	Coordinator	\$66,790	\$72,307	2023
Rewild Long Island Inc	NY	\$220,764	Director	\$5,536	\$4,723	2024
808 Cleanups	HI	\$278,781	Executive Director	\$43,200	\$36,517	2024
Bee The World Corp	TX	\$280,446	President	\$2,593	\$2,449	2024
Assoc Of Us Delegates To The Gulf Of	ME	\$216,510	Executive Director & Counc	\$73,905	\$69,871	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Montana Conservation Society	MT	\$285,400	Executive Director	\$110,000	\$111,951	2024
The Firefly Gathering Inc	NC	\$211,169	Executive Director	\$24,805	\$24,914	2023
Gorge Rebuild-it Community Project	OR	\$209,834	Vice Chair executive Director	\$76,500	\$65,345	2025
American Environmental Health Studies Pr	VT	\$206,502	Director	\$75,000	\$71,273	2024
Ballard Family Nature Center Inc	IL	\$204,991	Co-director	\$34,670	\$33,132	2023
Citizens For Nuclear Technology Awareness	SC	\$296,011	Current Exec Dir	\$62,750	\$61,807	2024
Fair Future Movement Inc	WI	\$199,436	Executive Director	\$30,291	\$30,751	2023
Portland Harbor Community Coalition	OR	\$300,429	Executive Director	\$45,224	\$40,823	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 40 organizations. Compensation range \$923–\$213,273; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$248,751); for reference, expenses \$251,738 and assets \$239,259.

ROLE MATCH Forest Clevenger, reported title "*Executive Dir.*", 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	1 peer 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	40 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	38 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 (Forest Clevenger) 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 40 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,262 is reasonable (approximately the 40th 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.