

The Center For Water Security And

Executive Director / CEO

EIN 474349539

DC · NTEE C32

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Alexandra Campbell-ferrari, Executive Director / CEO** (\$138,333) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Alexandra Campbell-ferrari — reported title "VICE-CHAIR AND 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).

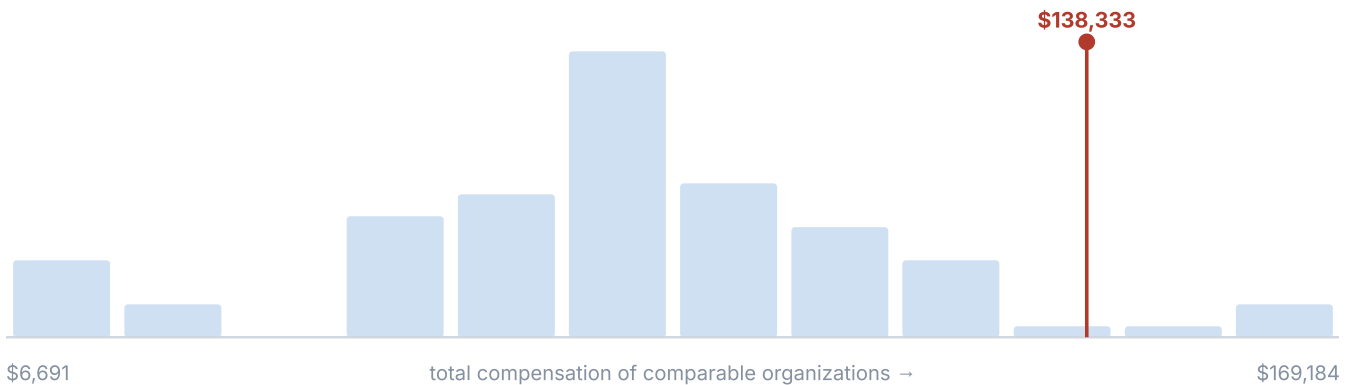
BUDGET Total revenue between \$285,868 and \$640,005 — 0.67x to 1.50x the subject's \$426,670 (the band tightens as size grows).

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

96 organizations qualified on sector, size, and geography

→ **96** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$38,470	\$63,974	\$83,525	\$98,503	\$118,557	\$138,333
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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 DC 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
Crystal Springs Foundation Inc	FL	\$427,082	Vp/executive Director	\$86,565	\$92,671	2023
Ohio River Foundation	OH	\$425,997	Executive Director	\$135,609	\$158,980	2024
Southeastern Arizona Bird Observatory Inc	AZ	\$428,340	President	\$23,750	\$25,282	2024
Doan Brook Watershed Partnership	OH	\$422,092	Executive Di	\$51,606	\$60,499	2024
River Rangers International Inc	OH	\$420,310	President/ce	\$75,000	\$87,925	2024
Save The River Inc	NY	\$419,357	Exec. Direc.	\$47,807	\$47,816	2024
Dolores River Boating Advocates	CO	\$434,872	Executive Director	\$90,444	\$95,993	2024
Khm International	HI	\$435,307	Exec Director	\$74,675	\$74,002	2024
Multicultural Education For Resource	CA	\$413,304	Exec. Director	\$94,250	\$92,743	2023
Higgins Lake Foundation	MI	\$410,917	Executive Di	\$7,989	\$9,127	2024
Great River Passage Conservancy	MN	\$444,881	Executive Director	\$154,688	\$169,184	2024
National Watershed Coalition	OK	\$446,831	Executive Director	\$132,000	\$156,736	2025
Plant A Million Corals Foundation Inc	FL	\$406,319	President & Ceo	\$82,214	\$85,487	2024
Mills River Partnership Inc	NC	\$406,242	Executive Di	\$84,253	\$93,875	2025
Friends Of The Mad River	VT	\$406,162	Executive Director	\$68,571	\$76,395	2024
Colorado Watershed Assembly	CO	\$453,242	Executive Director	\$72,000	\$78,675	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Middle Colorado Watershed Council	CO	\$454,149	Executive Director	\$93,526	\$102,196	2023
Haw River Assembly Inc	NC	\$397,564	Executive Di	\$71,611	\$81,900	2024
Luckiamute Watershed Council	OR	\$458,859	Exec Directo	\$28,333	\$29,123	2024
Savannah Riverkeeper Inc	GA	\$461,387	Executive Di	\$53,880	\$59,965	2024
Arkansas River Watershed Collaborative	CO	\$467,784	Executive Director	\$84,464	\$89,646	2024
Calapooia Watershed Council	OR	\$470,356	Executive Dir.	\$82,683	\$84,990	2024
Lifewater Inc	AR	\$474,680	President/ceo	\$65,583	\$81,596	2024
Lake Waramaug Task Force Inc	CT	\$476,333	Executive Director	\$91,115	\$97,353	2023
Atchafalaya Basinkeeper Inc	LA	\$477,796	Executive Director	\$71,560	\$87,218	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	96 organizations. Compensation range \$6,691–\$169,184; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$426,670); for reference, expenses \$385,727 and assets \$182,451.
ROLE MATCH	Alexandra Campbell-ferrari, reported title <i>"VICE-CHAIR AND EXECUTIVE DIRECTOR"</i> , 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 9 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	95 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	93 rd

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 (Alexandra Campbell-ferrari) 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 96 similarly situated organizations (Same NTEE sector (C32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$138,333 is reasonable (approximately the 95th 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.