PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Middle Susquehanna Riverkeeper

Executive Director / CEO

EIN **475000692**
PA · NTEE C32
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **John Zaktansky, Executive Director / CEO** ($57,120) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 64th percentile of comparable organizations

within the typical range

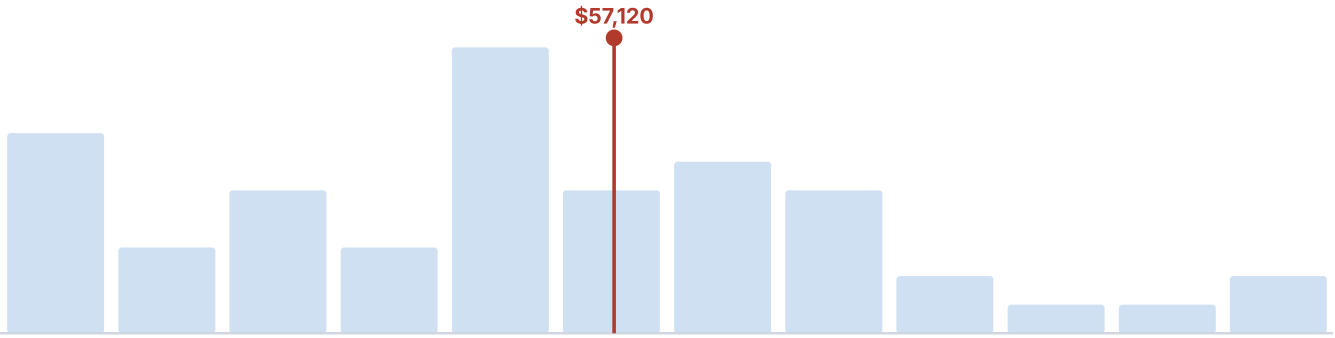
> **Benchmarked executive:** John Zaktansky — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C32).
BUDGET	Total revenue between $132,802 and $297,318 — 0.67× to 1.50× the subject's $198,212 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C32), nationwide + budget 0.67–1.5× revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



$503 — total compensation of comparable organizations → — $123,500

$7,408	$25,652	$48,467	$68,789	$87,822	$57,120

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 PA 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
Save Our Saluda	SC	$200,079	President	$61,170	**$63,992**	2024
Trinity Edwards Springs Protection Assoc	TX	$207,231	Executive Dir.	$43,500	**$43,634**	2024
Friends Of Deckers Creek Inc	WV	$208,060	Exec. Director	$41,273	**$44,812**	2024
Friends Of Palm Beach Inc	FL	$188,309	President	$60,000	**$56,522**	2024
Jacobs Creek Watershed Association	PA	$208,570	Executive Director	$40,240	**$41,429**	2023
Spokane River Forum	WA	$208,638	Executive Dir.	$46,376	**$40,563**	2025
Pozo De Agua Inc	PR	$181,070	President	$21,020	**$21,020**	2024
Lake Worth Lagoon Environmental Defense	FL	$180,852	Executive Direc	$15,701	**$15,228**	2023
Project O	CA	$216,852	President & Ceo	$54,000	**$48,140**	2023
Pokegama Lake Association	MN	$218,503	Secretary	$2,700	**$2,675**	2024
Friends Of The Shiawassee River	MI	$177,141	Exec Directo	$46,752	**$49,819**	2023
Idaho Association Of Soil Conservation	ID	$176,628	Executive Director	$42,000	**$46,127**	2023
Jersey Shore Partnership Foundation Inc	NJ	$221,167	President	$75,063	**$67,205**	2024
Tennessee Riverkeeper	AL	$174,228	Executive Di	$114,000	**$123,500**	2024
Pennsylvania Lake Management Society	PA	$168,728	Executive Director	$54,815	**$54,815**	2024
The Beaver Coalition Inc	OR	$231,797	Executive Director	$83,697	**$77,941**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Upstream Watch	ME	$163,974	Executive Director	$63,000	**$63,260**	2024
Chesapeake Rivers Association Inc	MD	$232,603	Secretary	$120,000	**$112,500**	2024
The Great Egg Harbor Watershed Association	NJ	$233,111	Coordinator	$51,611	**$47,573**	2023
Westlake Aquatic Center Inc	MO	$161,905	Staff	$7,457	**$7,920**	2024
One People One Reef	CA	$235,610	V Chair&co-dir.	$28,000	**$24,961**	2023
Hui O Koolaupoko	HI	$236,830	Project Director	$36,775	**$33,016**	2024
Brodheads Watershed Corporation	PA	$159,342	Executive Director (Until 10/2023)	$53,190	**$54,761**	2023
Gull Chain Of Lakes Association	MN	$238,044	Secretary/tr	$12,619	**$12,504**	2024
Nansemond River Preservation Alliance	VA	$157,999	Presidentceo	$79,500	**$76,974**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	**50** organizations. Compensation range $503–$123,500; filing years 2020–2025.
SIZE BASIS	Matched on total revenue ($198,212); for reference, expenses $337,273 and assets $472,403. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**
ROLE MATCH	John Zaktansky, reported title *"EXECUTIVE DI"*, 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	**64th**
Total compensation (D + F), as reported (no adjustments)	**60th**
Reportable pay only (column D), adjusted	**66th**
All sources (D + E + F), adjusted	**64th**

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 (John Zaktansky) 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 50 similarly situated organizations (Same NTEE sector (C32), nationwide + budget 0.67–1.5× revenue).
> 3. The authorized body determined that total compensation of $57,120 is reasonable (approximately the 64th 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.