

Browns Creek Water Co Inc

Executive Director / CEO

EIN 570819589
 SC · NTEE W80
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **William Teaster, Executive Director / CEO** (\$58,640) against **every comparable organization** that fit the selection criteria — **395** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 41st percentile of comparable organizations

within the typical range

Benchmarked executive: William Teaster — reported title “DIR - OPERAT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W80).
BUDGET	Total revenue between \$291,043 and \$651,591 — 0.67x to 1.50x the subject's \$434,394 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

395 organizations qualified on sector, size, and geography → **395** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,477	\$37,018	\$68,738	\$101,175	\$139,069	\$58,640
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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 SC 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
California City Management Foundation	CA	\$434,938	Executive Director	\$129,394	\$107,101	2023
Citizens For Local Power Inc	NY	\$435,324	Former Executive Director	\$80,000	\$67,306	2024
Returning Veterans Project	OR	\$435,384	Executive Dir.	\$109,882	\$95,007	2024
Michigan Credit Union Foundation	MI	\$432,747	Executive Director	\$3,029	\$2,997	2023
The Future Of Heat Initiative Inc	MA	\$436,175	Executive Director	\$62,500	\$52,291	2024
American Legion Walter Graham Post 332	IL	\$432,360	Manager	\$43,428	\$39,751	2024
National Memorial Of Military	IL	\$436,890	Secretary	\$10,800	\$9,885	2024
Alabama Postal Credit Union	AL	\$437,267	Manager/ceo	\$60,125	\$62,263	2023
Defi Education Fund	DC	\$438,672	Ceo	\$230,477	\$193,867	2023
Rjiok Foundation	OK	\$429,260	President	\$91,700	\$94,012	2024
Saratoga Warhorse Foundation Inc	NY	\$439,809	Executive Di	\$155,357	\$134,566	2023
Women Winning	MN	\$428,587	Executive Director	\$160,542	\$147,695	2024
Roslyn Vfw Home Association	PA	\$440,300	Bar Manager Board Member	\$39,600	\$37,854	2023
California Operation Lifesaver Inc	CA	\$427,839	Executive Dir.	\$88,137	\$70,858	2024
Government Investment Officers Association	NV	\$440,968	Executive Director	\$9,500	\$9,128	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Project Home Again	MA	\$441,725	President	\$85,000	\$73,216	2023
Maternity Bvm Credit Union	IL	\$426,649	Pres/treas	\$66,513	\$62,680	2023
Family Business Alliance	MI	\$443,061	Director	\$17,391	\$16,713	2024
Moral Compass Federation Inc	VA	\$445,112	Ceo, Vice President	\$80,659	\$72,510	2024
Arena Fire Board	WI	\$423,367	Fire Chief	\$2,500	\$2,431	2024
Five Frogs Inc	CT	\$423,214	Executive Director	\$86,000	\$75,075	2024
Leadership Montgomery Inc	AL	\$422,862	Executive Director	\$86,057	\$86,560	2024
Washington Dc Homeland Security	DC	\$446,271	President	\$196,000	\$164,866	2023
Care Lab	DC	\$422,364	Executive Director	\$135,832	\$114,256	2023
Neighbors United	MI	\$446,639	President	\$13,500	\$12,974	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 395 organizations. Compensation range \$126–\$794,369; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$434,394); for reference, expenses \$463,552 and assets \$2,234,140.

ROLE MATCH William Teaster, reported title "*DIR - OPERAT*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	41 st
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	35 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 (William Teaster) 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 395 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,640 is reasonable (approximately the 41st 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.