

# Thorn Water Association Inc

Executive Director / CEO

EIN 640623713  
 MS · NTEE W80Z  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Steve Pettit, Executive Director / CEO** (\$125) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

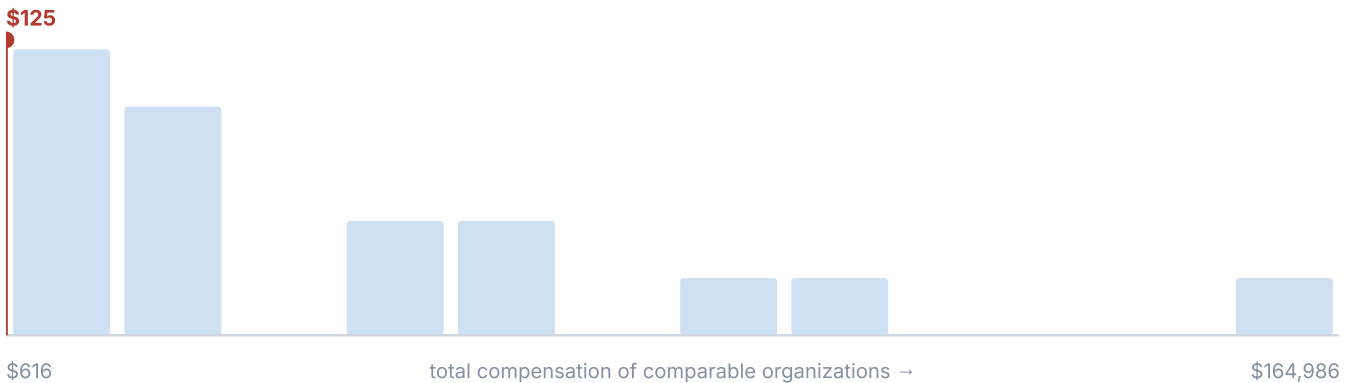
**Benchmarked executive:** Steve Pettit — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W80Z).
BUDGET	Total revenue between \$254,189 and \$569,082 — 0.67x to 1.50x the subject's \$379,388 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W80), nationwide + budget 0.67–1.5x revenue.

**16** organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,548	\$10,861	\$24,802	\$59,768	\$100,540	<b>\$125</b>
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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 MS 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="#">Chiwawa Communities Association</a>	WA	\$376,802	President	\$21,600	<b>\$17,823</b>	2024
<a href="#">Homewood Water Association Inc</a>	MS	\$395,618	President	\$1,200	<b>\$1,200</b>	2025
<a href="#">American Fork Irrigation Co</a>	UT	\$349,138	President And Watermaster	\$96,007	<b>\$93,235</b>	2023
<a href="#">New Brantner Extension Ditch Company</a>	CO	\$415,464	Ditch Superintendent	\$56,667	<b>\$50,078</b>	2024
<a href="#">Browns Creek Water Co Inc</a>	SC	\$434,394	Dir - Operat	\$58,640	<b>\$58,046</b>	2023
<a href="#">The Future Of Heat Initiative Inc</a>	MA	\$436,175	Executive Director	\$62,500	<b>\$51,762</b>	2024
<a href="#">Acme Water Company Inc</a>	UT	\$306,348	President	\$2,010	<b>\$1,896</b>	2024
<a href="#">North Tallahatchie Water Assn Inc</a>	MS	\$302,881	Secretary/treasurer	\$19,940	<b>\$20,468</b>	2024
<a href="#">Roosevelt Lake Ranch Water System</a>	WA	\$290,518	President	\$15,750	<b>\$13,380</b>	2023
<a href="#">Alabama Water System Inc</a>	LA	\$288,757	Director	\$23,900	<b>\$24,254</b>	2024
<a href="#">Suncoast Utility Contractors Association Inc</a>	FL	\$288,574	Executive Director	\$75,000	<b>\$64,934</b>	2024
<a href="#">Imagine Idaho Foundation</a>	ID	\$485,246	Treasurer	\$110,000	<b>\$107,845</b>	2024
<a href="#">Ptda Foundation</a>	IL	\$261,016	Executive Director	\$27,174	<b>\$25,349</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lorena-lemon-burns Water Association</a>	MS	\$254,198	President	\$600	<b>\$616</b>	2024
<a href="#">Levelock Electric Coop Inc</a>	AK	\$553,102	President	\$3,750	<b>\$3,304</b>	2024
<a href="#">American Gas Foundation</a>	DC	\$560,585	Trustee, Energy Executive & Advisor	\$204,000	<b>\$164,986</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS cost of living and 2025 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 MS 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	16 organizations. Compensation range \$616–\$164,986; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$379,388); for reference, expenses \$157,470 and assets \$1,767,242. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Steve Pettit, reported title <i>"PRESIDENT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	0 <sup>th</sup>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	0 <sup>th</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 (Steve Pettit) 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 16 similarly situated organizations (Same NTEE sector (W80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$125 is reasonable (approximately the 0<sup>th</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.