

Belah-fellowship Water System Inc

Executive Director / CEO

EIN 720987033

LA · NTEE Y22

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Clyde Crooks, Executive Director / CEO** (\$1,200) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

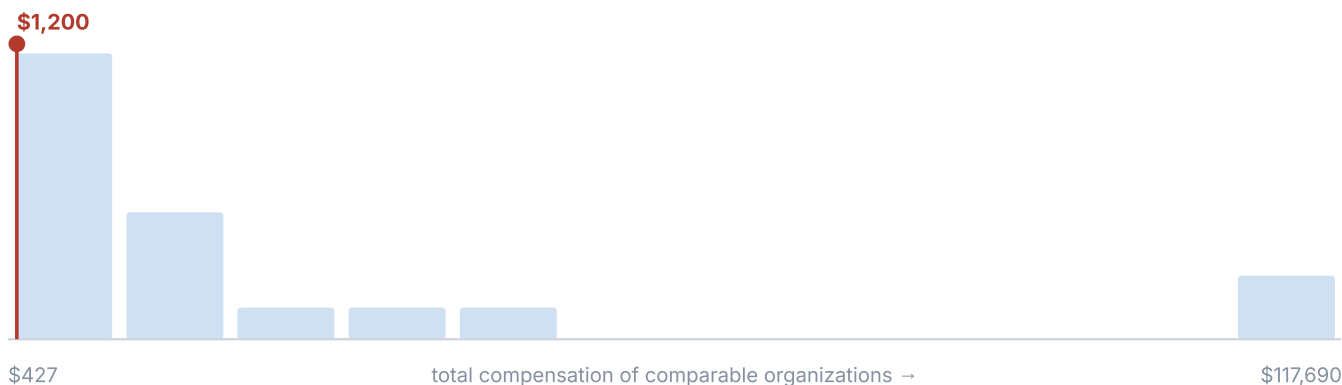
Benchmarked executive: Clyde Crooks — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Y22).
BUDGET	Total revenue between \$281,407 and \$630,016 — 0.67x to 1.50x the subject's \$420,011 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Y22), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$539	\$821	\$10,384	\$21,378	\$67,954	\$1,200
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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 LA 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
Richmond Irrigation & Power Company	UT	\$419,625	Water Master	\$25,464	\$22,989	2024
Old Union Water Association Inc	MS	\$416,814	President	\$520	\$526	2023
Burgess Canal & Irrigation Co	ID	\$407,580	Secretary	\$15,333	\$14,017	2025
Southside Mutual Domestic	NM	\$394,397	President	\$450	\$427	2024
Russell Utilities Inc	MS	\$449,253	President	\$590	\$564	2025
Ridge Utilities Inc	VA	\$379,700	General Mana	\$43,600	\$37,134	2024
Calhoun County Water Association Inc	AR	\$348,739	President	\$550	\$545	2024
Broadwater-missouri	MT	\$339,212	Secretary	\$12,227	\$11,626	2024
Friendship Community Water System	MS	\$507,446	President	\$1,200	\$1,179	2024
Mapleton Irrigation Company	UT	\$510,917	President	\$1,200	\$1,084	2024
International Foundation For	IL	\$317,314	Managing Dir	\$133,900	\$116,119	2024
Fhlm Regional Water Supply	TX	\$544,377	Secretary/treasurer	\$14,400	\$13,081	2023
Anderson Township Regional Sewer District	IN	\$292,105	Superintendent	\$49,402	\$47,312	2023
Big V Water Association	MS	\$571,518	President	\$1,200	\$1,179	2024
Little Potato Slough Mutual Water Comp	CA	\$575,860	Treasurer	\$12,000	\$9,141	2024
New Carroll Water Association Inc	LA	\$597,725	Director	\$17,032	\$16,543	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kipling Water Association	MS	\$618,753	President	\$725	\$733	2023
Oquirrh Mountain Water Company	UT	\$626,150	Trustee	\$130,360	\$117,690	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 18 organizations. Compensation range \$427–\$117,690; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$420,011); for reference, expenses \$369,237 and assets \$3,828,436.

ROLE MATCH Clyde Crooks, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 2 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	44 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	44 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 (Clyde Crooks) 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 18 similarly situated organizations (Same NTEE sector (Y22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,200 is reasonable (approximately the 44th 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.