

# Water Compass Inc

Executive Director / CEO

EIN 812220537  
 MA · NTEE Q33  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Edward Morgan, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **147** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

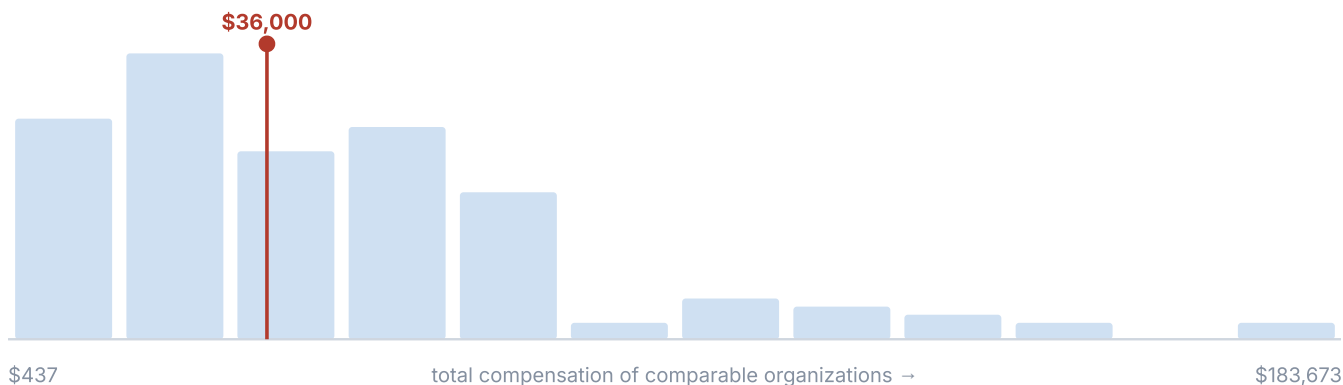
**Benchmarked executive:** Edward Morgan — reported title “BOARD CHAIR AND EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$137,362 and \$307,527 — 0.67x to 1.50x the subject's \$205,018 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**147** organizations qualified on sector, size, and geography → **147** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,308	\$21,370	\$39,477	\$59,309	\$94,660	\$36,000
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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 MA 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="#">Impact Burundi</a>	MI	\$205,552	Executive Director	\$66,606	<b>\$72,394</b>	2025
<a href="#">Deaf Worlds Inc</a>	DC	\$205,729	Executive Di	\$57,689	<b>\$54,719</b>	2024
<a href="#">Israel Chai Foundation Inc</a>	MA	\$206,084	President	\$60,000	<b>\$58,279</b>	2024
<a href="#">Global Effect Ministries</a>	CA	\$203,401	President	\$17,499	<b>\$16,333</b>	2024
<a href="#">Iglesia Ministerios De Reconciliacion Internacion</a>	TN	\$206,670	Pastor	\$37,000	<b>\$42,038</b>	2024
<a href="#">Go Near Ministry</a>	AR	\$202,433	Executive Di	\$27,092	<b>\$33,888</b>	2023
<a href="#">Hope For The World India Inc</a>	GA	\$202,215	President	\$41,600	<b>\$45,212</b>	2024
<a href="#">99 Farmers</a>	TN	\$208,366	Execuitve Director	\$105,000	<b>\$119,298</b>	2024
<a href="#">Apostolate Of Our Lady Of Hope</a>	CO	\$201,318	President	\$24,000	<b>\$25,609</b>	2023
<a href="#">Asian Concerns International Inc</a>	NY	\$200,713	Lal	\$22,819	<b>\$22,288</b>	2024
<a href="#">Holistic Christian Ministry</a>	TX	\$210,264	Ceo	\$50,500	<b>\$54,602</b>	2024
<a href="#">Hope For The Silent Voices</a>	IL	\$211,099	President	\$49,500	<b>\$54,155</b>	2023
<a href="#">Children In The Son Inc</a>	NC	\$198,676	Board Member And Director	\$39,319	<b>\$43,914</b>	2024
<a href="#">Safe Harbor International Relief</a>	CA	\$211,451	President & Ceo	\$9,000	<b>\$8,400</b>	2024
<a href="#">Because Of Hope</a>	CA	\$213,002	President/exec Director	\$42,000	<b>\$39,201</b>	2024
<a href="#">Empact Northwest</a>	WA	\$213,249	Executive Director	\$25,071	<b>\$24,979</b>	2023
<a href="#">Elizabeth's Voice Inc</a>	TX	\$213,569	President	\$10,160	<b>\$11,310</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Vamos Adelante Foundation</a>	IL	\$196,271	President	\$97,494	<b>\$103,602</b>	2024
<a href="#">Faith Revealed</a>	ND	\$196,152	Director	\$30,000	<b>\$35,585</b>	2024
<a href="#">Go Inc</a>	OR	\$195,842	Director Of Operations	\$23,367	<b>\$23,456</b>	2024
<a href="#">Swisscontact North America Inc</a>	NY	\$214,386	Project Director	\$148,777	<b>\$145,315</b>	2024
<a href="#">Refugee Relief</a>	WA	\$214,563	President And Ceo	\$13,200	<b>\$12,774</b>	2024
<a href="#">Open Door Haiti Inc</a>	FL	\$214,742	President	\$10,000	<b>\$10,454</b>	2023
<a href="#">Rural Gospel &amp; Medical Missions Of</a>	KS	\$195,082	President	\$54,800	<b>\$63,992</b>	2024
<a href="#">Haiti Medical Mission Of Wisconsin Inc</a>	WI	\$194,257	Executive Director	\$49,453	<b>\$57,474</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	147 organizations. Compensation range \$437–\$183,673; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$205,018); for reference, expenses \$228,845 and assets \$96,568.
ROLE MATCH	Edward Morgan, reported title <i>"BOARD CHAIR AND EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	10 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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	47 <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 (Edward Morgan) 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 147 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 47<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.