

# Conservation Collective

Executive Director / CEO

EIN 830606873

NC · NTEE C60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Catherine Waterbury, Executive Director / CEO** (\$24,125) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Catherine Waterbury — reported title “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 (C60).

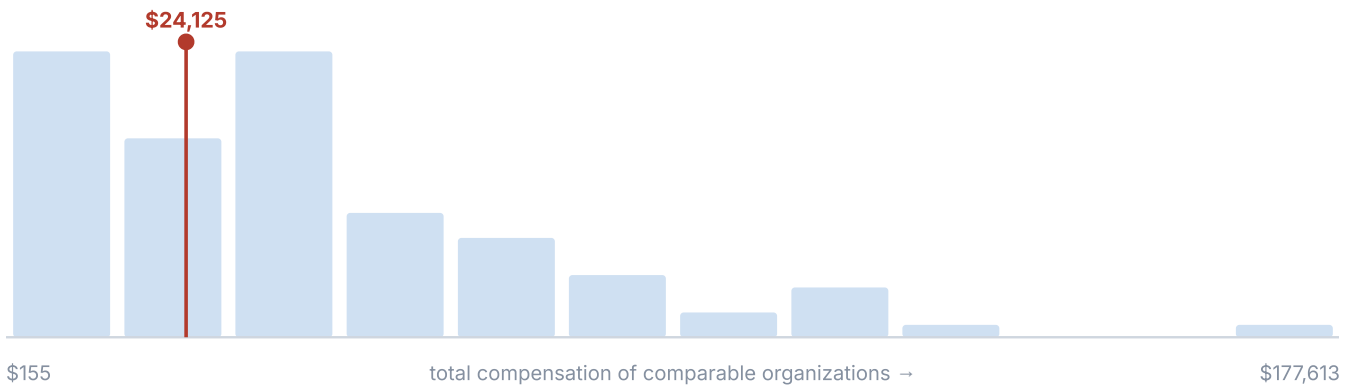
**BUDGET** Total revenue between \$55,226 and \$123,640 — 0.67x to 1.50x the subject's \$82,427 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**93** organizations qualified on sector, size, and geography

→ **93** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,167	\$15,153	\$36,649	\$56,881	\$84,704	\$24,125
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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 NC 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="#">Trails Of Mississippi Inc</a>	MS	\$82,843	Executive Director	\$63,175	<b>\$70,107</b>	2023
<a href="#">Little Falls Watershed Alliance Inc</a>	MD	\$80,704	Executive Director	\$39,343	<b>\$36,649</b>	2023
<a href="#">Clean And Sustainable Energy Fund</a>	MI	\$79,740	Secretary	\$2,330	<b>\$2,328</b>	2024
<a href="#">Snwa Water Efficiency Improvement</a>	NV	\$86,082	President	\$114,829	<b>\$108,524</b>	2025
<a href="#">Network Of Oregon Watershed Councils</a>	OR	\$86,114	Former Executive Director	\$17,756	<b>\$15,958</b>	2024
<a href="#">Curry Community Cares Inc</a>	OR	\$78,732	Store Manager	\$22,600	<b>\$20,912</b>	2023
<a href="#">Pilchuck Audubon Society</a>	WA	\$86,669	Director	\$68,165	<b>\$59,064</b>	2024
<a href="#">Looptfoundation</a>	OR	\$78,031	Executive Di	\$33,000	<b>\$30,535</b>	2023
<a href="#">Damascus Citizens For Sustainability Inc</a>	PA	\$77,599	Chairperson	\$22,500	<b>\$21,715</b>	2024
<a href="#">Ecocity Builders</a>	CA	\$76,917	Executive Director	\$78,460	<b>\$65,569</b>	2024
<a href="#">Dahlia Hill Society Of Midland</a>	MI	\$76,529	Executive Di	\$43,141	<b>\$43,095</b>	2024
<a href="#">Mid-michigan Land Conservancy</a>	MI	\$89,883	Executive Di	\$61,204	<b>\$61,139</b>	2024
<a href="#">Pelican Coast Conservancy Inc</a>	AL	\$90,337	Ceo (Non-vot	\$165,000	<b>\$177,613</b>	2023
<a href="#">Carmel River Watershed Conservancy</a>	CA	\$74,463	Executive Director/vice President	\$48,000	<b>\$41,299</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Institute For Compatible Development Inc</a>	MS	\$90,433	Advisory Member	\$34,563	<b>\$37,255</b>	2024
<a href="#">Hiy Inc</a>	PA	\$90,485	President - Ceo	\$132,000	<b>\$124,114</b>	2025
<a href="#">Our Zero Waste Future Incorporated</a>	MD	\$74,295	Executive Dir	\$11,440	<b>\$10,351</b>	2024
<a href="#">Around The World In Eighty Fabrics</a>	CA	\$73,510	Director	\$5,652	<b>\$4,723</b>	2024
<a href="#">2c Mississippi Towards Sustainable</a>	MS	\$73,380	President	\$61,091	<b>\$67,794</b>	2023
<a href="#">Marsh Haven Nature Center Inc</a>	WI	\$91,639	Director	\$21,600	<b>\$21,832</b>	2024
<a href="#">Logansport Water System</a>	IA	\$93,456	President	\$4,548	<b>\$4,961</b>	2023
<a href="#">Little Miami Watershed Network</a>	OH	\$70,815	Executive Di	\$25,000	<b>\$26,383</b>	2023
<a href="#">Meeker Memorial Hospital Foundation</a>	MN	\$70,214	Foundation Director	\$12,154	<b>\$11,623</b>	2024
<a href="#">Go Alliance</a>	OR	\$70,080	Director, President, Executive Director	\$76,680	<b>\$68,917</b>	2024
<a href="#">Pine Hollow Arboretum</a>	NY	\$94,881	Executive Director	\$63,132	<b>\$55,211</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **93** organizations. Compensation range \$155–\$177,613; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$82,427); for reference, expenses \$143,662 and assets \$1,105,195. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Catherine Waterbury, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	38 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	45 <sup>th</sup>
All sources (D + E + F), adjusted	33 <sup>rd</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 (Catherine Waterbury) 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 93 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,125 is reasonable (approximately the 38<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.