

# Westhaven Water Supply Corporation

Executive Director / CEO

EIN 830659466

TX · NTEE M20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Crystal Gottfried, Executive Director / CEO** (\$15,945) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Crystal Gottfried — reported title “General Manager”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (M20).

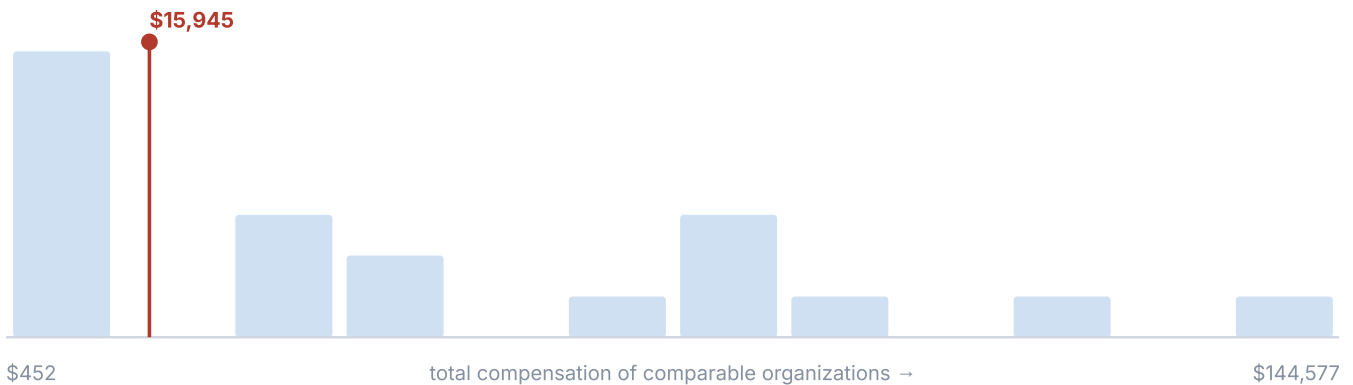
**BUDGET** Total revenue between \$95,120 and \$212,956 — 0.67x to 1.50x the subject's \$141,971 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (M20), nationwide + budget 0.67–1.5x revenue.

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

→ **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,597	\$8,583	\$33,109	\$74,177	\$96,803	\$15,945
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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 TX 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="#">Iada Foundation</a>	ID	\$142,147	Executive Director	\$105,318	<b>\$112,001</b>	2024
<a href="#">Lovington Comm Ambulance Serv Inc</a>	IL	\$145,867	Treasurer	\$4,050	<b>\$4,098</b>	2023
<a href="#">Amo Membership Assistance Program Trust</a>	FL	\$136,225	Trustee	\$80,688	<b>\$75,777</b>	2024
<a href="#">Acts Allowing Christ To Shine Inc</a>	IN	\$135,174	President	\$61,180	<b>\$66,403</b>	2023
<a href="#">Pender United Inc</a>	NC	\$133,204	Executive Director	\$24,000	<b>\$26,569</b>	2022
<a href="#">Capracare Inc</a>	NY	\$154,101	President & Ceo	\$10,097	<b>\$9,390</b>	2023
<a href="#">Florida National Guard Foundation Inc</a>	FL	\$154,888	Executive Dir.	\$31,200	<b>\$29,301</b>	2024
<a href="#">Solar Responders Inc</a>	NY	\$128,727	Founder/ceo	\$100,000	<b>\$93,003</b>	2023
<a href="#">Thirsty Lands Inc</a>	PA	\$128,413	Executive Dir.	\$1,600	<b>\$1,595</b>	2024
<a href="#">The Elevated Studio Inc</a>	NY	\$161,388	Executive Director/president	\$35,600	<b>\$33,109</b>	2023
<a href="#">Greene County Interfaith Volunteers</a>	NC	\$122,266	Ex Director	\$41,760	<b>\$43,136</b>	2024
<a href="#">Dewey Henderson United Professional</a>	KY	\$119,230	Executive Director	\$11,395	<b>\$12,239</b>	2024
<a href="#">Eastport Chemical Fire Engine Company Nu</a>	NY	\$116,198	Secretary	\$500	<b>\$452</b>	2024
<a href="#">Bowmanstown Volunteer Fire Company</a>	PA	\$170,750	Treasurer	\$7,800	<b>\$7,776</b>	2024
<a href="#">Ua Charitable Fund Trust</a>	MD	\$174,618	Trustee	\$154,691	<b>\$144,577</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Carlton Complex Long Term Recovery Group</a>	WA	\$175,703	Executive Director	\$84,335	<b>\$75,482</b>	2024
<a href="#">Apostleship Of The Sea Of The Usa</a>	TX	\$195,291	Secretary General	\$72,872	<b>\$72,872</b>	2024
<a href="#">Orange County Long Term Recove</a>	FL	\$205,014	Exec Dir	\$42,292	<b>\$40,891</b>	2023
<a href="#">Helene Rebuild Collaborative</a>	NC	\$210,920	Executive Director	\$5,198	<b>\$5,369</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	19 organizations. Compensation range \$452–\$144,577; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$141,971); for reference, expenses \$130,032 and assets \$32,062.
ROLE MATCH	Crystal Gottfried, reported title " <i>General Manager</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>37<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>37<sup>th</sup></b>

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Reportable pay only (column D), adjusted

58<sup>th</sup>

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All sources (D + E + F), adjusted

32<sup>nd</sup>

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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

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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 (Crystal Gottfried) 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 19 similarly situated organizations (Same NTEE sector (M20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,945 is reasonable (approximately the 37<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.