

The River Fund Maine

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Heidi Godomsky, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **437** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

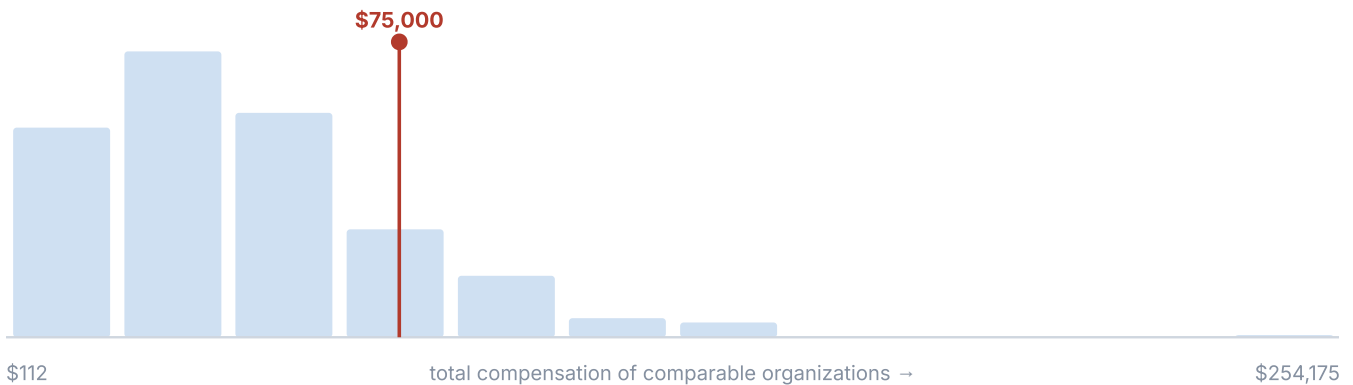
Benchmarked executive: Heidi Godomsky — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$102,146 and \$228,687 — 0.67x to 1.50x the subject's \$152,458 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

437 organizations qualified on sector, size, and geography → **437** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,812	\$22,976	\$40,016	\$60,878	\$86,193	\$75,000
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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 ME 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
Shepherd Place Inc	KY	\$152,670	Executive Director	\$62,966	\$67,558	2024
Catalyst Center Inc	KY	\$152,772	Excutive Director	\$30,750	\$32,993	2024
Hub Homeless Services Inc	WI	\$153,094	Executive Director	\$44,040	\$47,289	2023
Arts In Action Inc	WV	\$153,275	Director	\$14,167	\$15,319	2024
Mattole Valley Resource Center	CA	\$151,615	Executive Dir.	\$30,058	\$25,252	2025
Power House Recovery Center	TX	\$151,253	Dir Treasurer	\$29,389	\$30,226	2023
Us Institute Against	FL	\$150,378	President	\$141,890	\$137,048	2023
Mudcastle	MN	\$154,581	President	\$13,500	\$15,421	2021
Dallas Kids First	TX	\$150,321	Director, Bo	\$59,601	\$61,298	2023
United Way Of Chester County In	SC	\$150,087	Executive Director	\$51,656	\$53,818	2024
Luther Village Iv Of Dover Inc	DE	\$150,000	Executive Director	\$5,511	\$5,250	2025
Generosity-global Incorporated	MD	\$149,729	Founder / Ceo	\$18,500	\$17,782	2023
Caring And Sharing Inc	SC	\$149,701	Exec. Director	\$20,139	\$21,602	2023
Healthy Living Systems Inc	CO	\$155,421	Executive Project Director	\$29,050	\$27,818	2024
Mission Rebirth Inc	LA	\$149,309	Founder Executive Director	\$39,200	\$43,107	2024
Jacob's Well	NE	\$155,773	Executive Di	\$44,100	\$47,368	2024
The Bass Foundation Inc	NJ	\$155,859	Executive Director	\$58,542	\$52,199	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alabama Asset Building Coalition	AL	\$155,889	Executive Director	\$85,625	\$95,108	2023
Henry Fork Service Center	VA	\$156,026	Executive Director	\$44,000	\$43,681	2023
Selah Mountain Ranch	CO	\$156,045	Director	\$47,911	\$45,879	2024
Local 338 Charities Inc	NY	\$156,060	Chairman	\$51,727	\$48,058	2023
A Giving Heart Project	NC	\$148,649	Executive Director	\$27,000	\$27,861	2024
Consortium For Executive Objectives	NJ	\$156,501	Executive Director	\$36,000	\$32,099	2024
Interrwellness Retreat Center Inc	TX	\$156,721	President	\$23,000	\$22,976	2024
Sussex Seniors Urban Renewal Affordable	NJ	\$148,174	Chief Executive Officer	\$35,878	\$31,990	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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	437 organizations. Compensation range \$112–\$254,175; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$152,458); for reference, expenses \$235,197 and assets \$487,414. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Heidi Godomsky, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 13 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	86 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	80 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 (Heidi Godomsky) 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 437 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 86th 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.