

Great River Passage Conservancy

Executive Director / CEO

EIN 832828394

MN · NTEE C32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Katie Nyberg, Executive Director / CEO** (\$154,688) against **every comparable organization** that fit the selection criteria — **100** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

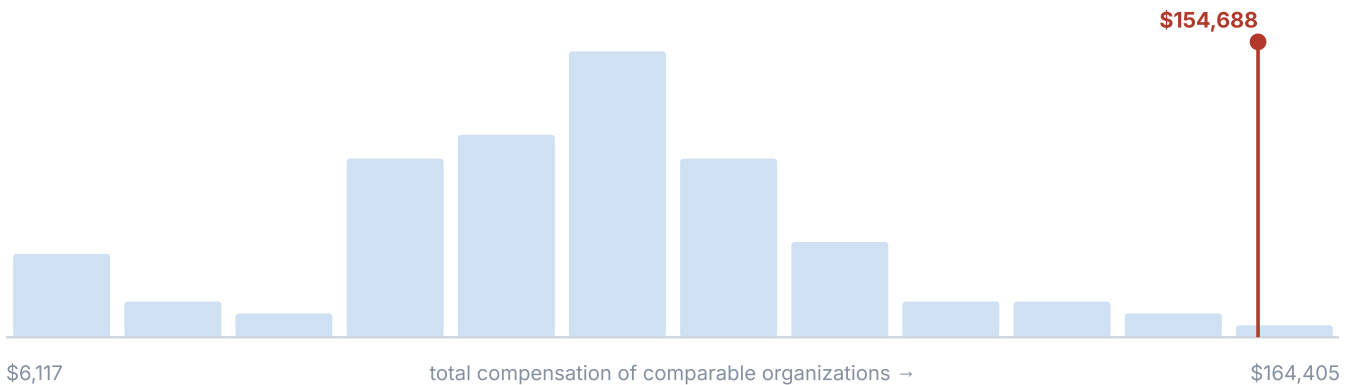
Benchmarked executive: Katie Nyberg — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C32).
BUDGET	Total revenue between \$298,070 and \$667,321 — 0.67x to 1.50x the subject's \$444,881 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C32), nationwide + budget 0.67–1.5x revenue.

100 organizations qualified on sector, size, and geography → **100** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$42,010	\$57,995	\$75,622	\$90,758	\$109,208	\$154,688
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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 MN 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
National Watershed Coalition	OK	\$446,831	Executive Director	\$132,000	\$143,307	2025
Colorado Watershed Assembly	CO	\$453,242	Executive Director	\$72,000	\$71,934	2023
Middle Colorado Watershed Council	CO	\$454,149	Executive Director	\$93,526	\$93,440	2023
Khm International	HI	\$435,307	Exec Director	\$74,675	\$67,661	2024
Dolores River Boating Advocates	CO	\$434,872	Executive Director	\$90,444	\$87,768	2024
Luckiamute Watershed Council	OR	\$458,859	Exec Directo	\$28,333	\$26,628	2024
Savannah Riverkeeper Inc	GA	\$461,387	Executive Di	\$53,880	\$54,827	2024
Southeastern Arizona Bird Observatory Inc	AZ	\$428,340	President	\$23,750	\$23,116	2024
Crystal Springs Foundation Inc	FL	\$427,082	Vp/executive Director	\$86,565	\$84,730	2023
The Center For Water Security And	DC	\$426,670	Vice-chair And Executive Director	\$138,333	\$126,480	2023
Ohio River Foundation	OH	\$425,997	Executive Director	\$135,609	\$145,359	2024
Doan Brook Watershed Partnership	OH	\$422,092	Executive Di	\$51,606	\$55,316	2024
Arkansas River Watershed Collaborative	CO	\$467,784	Executive Director	\$84,464	\$81,965	2024
River Rangers International Inc	OH	\$420,310	President/ce	\$75,000	\$80,392	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Calapooia Watershed Council	OR	\$470,356	Executive Dir.	\$82,683	\$77,708	2024
Save The River Inc	NY	\$419,357	Exec. Direc.	\$47,807	\$43,719	2024
Lifewater Inc	AR	\$474,680	President/ceo	\$65,583	\$74,605	2024
Lake Waramaug Task Force Inc	CT	\$476,333	Executive Director	\$91,115	\$89,012	2023
Multicultural Education For Resource	CA	\$413,304	Exec. Director	\$94,250	\$84,797	2023
Atchafalaya Basinkeeper Inc	LA	\$477,796	Executive Director	\$71,560	\$79,745	2024
Higgins Lake Foundation	MI	\$410,917	Executive Di	\$7,989	\$8,345	2024
Elakha Alliance	OR	\$479,406	Executive Dir.	\$100,833	\$97,564	2023
Santa Clara River Conservancy	CA	\$481,302	Executive Director	\$128,469	\$112,268	2024
Plant A Million Corals Foundation Inc	FL	\$406,319	President & Ceo	\$82,214	\$78,163	2024
Mills River Partnership Inc	NC	\$406,242	Executive Di	\$84,253	\$85,832	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **100** organizations. Compensation range \$6,117–\$164,405; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$444,881); for reference, expenses \$360,583 and assets \$301,635.
ROLE MATCH	Katie Nyberg, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	97 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 (Katie Nyberg) 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 100 similarly situated organizations (Same NTEE sector (C32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$154,688 is reasonable (approximately the 99th 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.