

Santa Fe Watershed Association

Executive Director / CEO

EIN 860996109
 NM · NTEE C20
 FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Morika R Hensley, Executive Director / CEO** (\$50,195) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

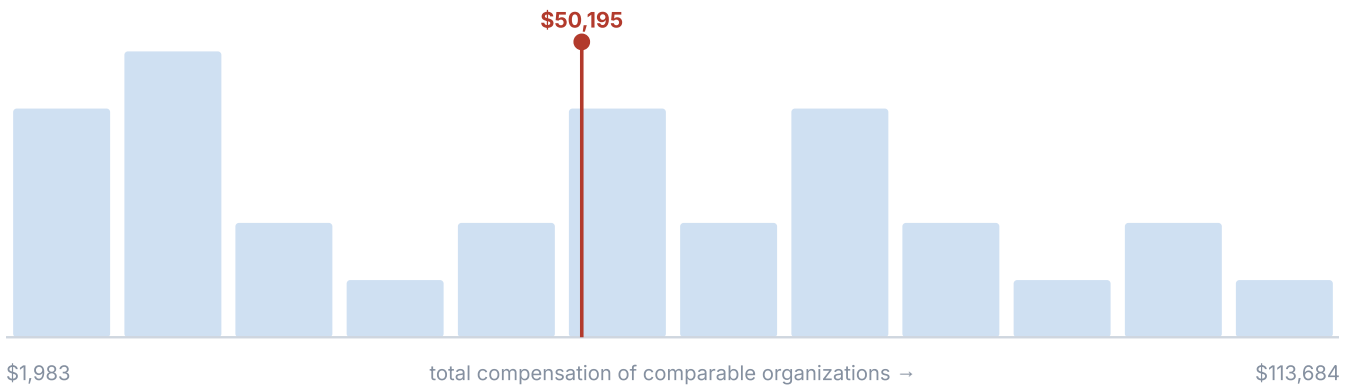
Benchmarked executive: Morika R Hensley — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C20).
BUDGET	Total revenue between \$276,585 and \$619,221 — 0.67x to 1.50x the subject's \$412,814 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C20), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,469	\$19,172	\$51,896	\$71,266	\$91,827	\$50,195
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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 NM 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
Sustainable Learning Inc	NY	\$404,621	Executive Director	\$44,100	\$35,988	2024
Guadalupe-blanco River Trust	TX	\$427,195	Executive Director	\$33,000	\$29,811	2024
Silicon Valley Youth Climate Action	CA	\$396,132	Interim Ed	\$76,000	\$59,266	2024
Neighbors For Clean Air	OR	\$372,899	Co-executive Director	\$67,059	\$56,239	2024
Charge Across Town	CA	\$456,411	Executive Dir.	\$95,833	\$74,732	2024
Friends Of The Kaw Inc	KS	\$457,690	Executive Di	\$78,700	\$76,782	2024
American Society Of Adaptation	MI	\$464,079	Contracted Exec. Dir (Thru 10/22)	\$118,463	\$113,684	2023
Oregon Physicians For Social	OR	\$358,036	Executive Dire	\$61,270	\$51,384	2024
Upper Peninsula Land Conservancy	MI	\$344,028	Interim Exec	\$20,508	\$19,116	2024
Babb Creek Watershed Association	PA	\$342,759	Director	\$14,400	\$12,968	2024
Community For Change	TX	\$486,048	Treasurer And Director Of Operations	\$50,000	\$45,168	2024
Austin Youth River Watch	TX	\$486,402	Executive Director	\$76,151	\$70,824	2023
Clean Air Coalition Of Western	NY	\$338,710	Executive Dir.	\$64,223	\$52,408	2024
Alliance For Nuclear Responsibility	CA	\$337,058	Executive Director	\$22,770	\$18,281	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pacific Sound Resources Environmental	WA	\$336,662	Trustee	\$2,382	\$1,983	2023
Western Pa Coalition For Abandoned	PA	\$330,871	Executive Di	\$73,442	\$68,094	2023
Greater Washington Region Clean Cities	DC	\$495,080	Mananging Director	\$124,334	\$101,442	2023
New York City And Lower Hudson Valley	NY	\$507,401	Executive Director	\$85,000	\$71,413	2023
Sustainable Woodstock Inc	VT	\$314,084	Executive Director	\$51,433	\$46,751	2024
Champaign County Environmental Stewards	IL	\$313,037	Executive Director	\$12,490	\$11,089	2024
Clear The Air Foundation	CO	\$513,946	President/ceo	\$16,407	\$14,207	2024
Utah Physicians For A Healthy Envir	UT	\$514,211	Executive Dir.	\$95,377	\$90,759	2023
Orleans Land Restoration Corporation	NY	\$303,646	C.e.o./c.f.o.	\$23,698	\$19,339	2024
Santa Cruz Hub For Sustainable Living	CA	\$532,784	Administrative Co-director	\$2,960	\$2,308	2024
Friends Of Bayou Lafourche Inc	LA	\$290,045	Executive Director	\$51,458	\$52,682	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	30 organizations. Compensation range \$1,983–\$113,684; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$412,814); for reference, expenses \$331,957 and assets \$122,709.
ROLE MATCH	Morika R Hensley, reported title "EXECUTIVE DI", 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	47 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	37 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 (Morika R Hensley) 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 10, 2026, comparing compensation against 30 similarly situated organizations (Same NTEE sector (C20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,195 is reasonable (approximately the 47th 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 10, 2026.