

Friends Of Ansonia Nature Center Inc

Executive Director / CEO

EIN 061339876

CT · NTEE C116

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Renee Crainer, Executive Director / CEO** (\$2,158) against **every comparable organization** that fit the selection criteria — **422** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Renee Crainer — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C116).
BUDGET	Total revenue between \$128,158 and \$286,923 — 0.67x to 1.50x the subject's \$191,282 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

422 organizations qualified on sector, size, and geography → **422** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,286	\$28,727	\$52,384	\$75,158	\$99,031	\$2,158
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 2ND
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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 CT 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
Epic Institute	CA	\$189,945	Treasurer & Sec	\$150,138	\$138,271	2023
Bexar Branches Alliance Corp	TX	\$192,856	Executive Director	\$24,636	\$26,283	2023
Scraplanta Inc	GA	\$193,209	Executive Director	\$32,902	\$33,388	2025
Narrow Ridge Center	TN	\$189,012	Director	\$31,981	\$34,824	2024
Arctic Circle Foundation Inc Us	GA	\$193,656	President/director	\$25,000	\$26,810	2023
Green Sports Alliance Foundation	OR	\$188,603	Executive Director	\$65,368	\$64,744	2023
Friends Of Palm Beach Inc	FL	\$188,309	President	\$60,000	\$58,392	2024
Clean Valley Council Inc	VA	\$194,336	Executive Director	\$65,589	\$63,914	2025
Friends Of Wilmington Parks	DE	\$194,460	Executive Director	\$45,000	\$45,646	2024
Missourians For A Balanced Energy Future	MO	\$188,000	Executive Director	\$70,000	\$76,806	2024
Memory Trees Corporation	FL	\$187,856	Executive Director	\$11,000	\$11,021	2023
Deidox Films Inc	CA	\$194,842	Chair/executive Director	\$88,000	\$81,044	2023
Uptown Lexington Inc	NC	\$195,095	President	\$600	\$642	2024
Spanish Peaks Alliance For Wildfire	CO	\$195,214	Executive Director	\$18,586	\$18,462	2024
Happiness Project	CO	\$195,474	President	\$47,255	\$48,327	2023
Ocean Fest Inc	NC	\$195,966	Event Operations Manager	\$22,917	\$25,255	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tosv Inc	CA	\$186,354	President	\$30,067	\$26,896	2024
National Environmental Policy And Law Center Inc	MA	\$196,319	Clerk, Director, Litigation Director	\$122,431	\$117,339	2023
Androscoggin Land Trust Inc	ME	\$196,823	Executive Director	\$72,345	\$75,045	2024
Big Bend Conservation Alliance	TX	\$197,362	Executive Director	\$79,725	\$82,616	2024
Middle Susquehanna Riverkeeper	PA	\$198,212	Executive Di	\$57,120	\$59,009	2024
Bee The Change Inc	VT	\$198,238	President	\$7,290	\$7,601	2024
Riverside Nature Center Association	TX	\$184,301	Executive Director	\$50,000	\$53,344	2023
Keep Polk County Beautiful Inc	FL	\$184,054	Executive Director	\$66,619	\$63,162	2025
Agramonte Ranch Research And	CA	\$198,920	Ceo	\$82,591	\$73,880	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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	422 organizations. Compensation range \$519–\$427,788; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$191,282); for reference, expenses \$197,227 and assets \$273,318.
ROLE MATCH	Renee Crainer, reported title <i>"TREASURER"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the

board should confirm this is a comparable role.

RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	6 th
All sources (D + E + F), adjusted	2 nd

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 (Renee Crainer) 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 422 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,158 is reasonable (approximately the 2nd 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.