

The Resource Exchange

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Karyn Gerred, Executive Director / CEO** (\$47,168) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (C99).

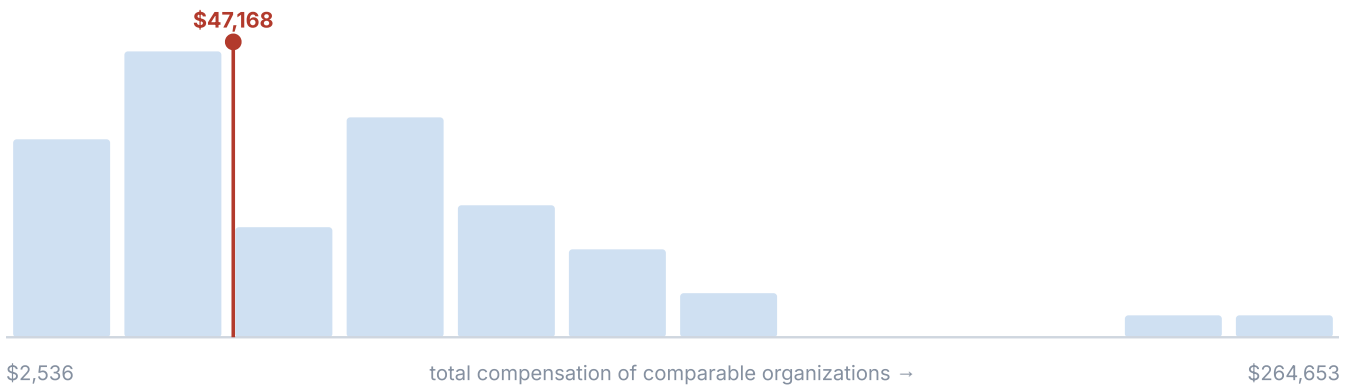
BUDGET Total revenue between \$203,650 and \$455,934 — 0.67x to 1.50x the subject's \$303,956 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C99), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography

→ **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,987	\$32,904	\$65,645	\$97,407	\$118,902	\$47,168
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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 PA 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
Wilderness Louisville Inc	KY	\$302,359	Executive Director	\$91,749	\$98,846	2024
African Hope Fund Inc	CA	\$300,697	Operations Manager	\$35,500	\$30,739	2024
Portland Harbor Community Coalition	OR	\$300,429	Executive Director	\$45,224	\$43,358	2023
Citizens For Nuclear Technology Awareness	SC	\$296,011	Current Exec Dir	\$62,750	\$65,645	2024
Montana Conservation Society	MT	\$285,400	Executive Director	\$110,000	\$118,902	2024
Bee The World Corp	TX	\$280,446	President	\$2,593	\$2,601	2024
808 Cleanups	HI	\$278,781	Executive Director	\$43,200	\$38,785	2024
The Houston Parks Board Foundation	TX	\$331,722	Hpb President & Ceo	\$29,230	\$29,320	2024
Wilderness Volunteers Giving Something Back	AZ	\$269,117	Executive Director	\$69,457	\$66,984	2024
Valley Advocates For	ID	\$339,513	Executive Di	\$102,141	\$108,958	2024
Bethesda Green Inc	MD	\$341,433	Executive Director	\$119,508	\$112,039	2024
Pacific Beach Coalition	CA	\$265,137	President	\$52,000	\$45,027	2024
Grand Island Area Clean Community	NE	\$343,860	Executive Di	\$81,649	\$88,062	2024
Live Green Connecticut Inc	CT	\$260,833	President	\$137,500	\$133,097	2023
Havens Harvest Inc	CT	\$350,790	Executive Director	\$90,884	\$85,450	2024
Ohio River Way	OH	\$248,751	Executive Dir.	\$38,262	\$40,638	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ecological Options Network	CA	\$244,731	President	\$22,934	\$19,858	2024
Otsego County Economic Alliance Inc	MI	\$243,519	Executive Director	\$90,060	\$95,968	2023
Natural Streams Foundation Inc	PA	\$242,875	President And Ceo	\$35,069	\$35,069	2024
Eastrail Partners	WA	\$240,542	Executive Director	\$118,483	\$109,515	2023
Sovereign Energy	NM	\$238,491	Executive Director	\$11,538	\$12,812	2023
The Mid-atlantic Chapter Of The Intl Society Of Ar	VA	\$369,824	Executive Director	\$71,395	\$71,168	2023
Truckee Dirt Union	CA	\$370,119	Employee	\$12,325	\$10,987	2023
The Ike Foundation	NJ	\$235,402	Trustee	\$253,000	\$226,515	2024
Triple Bottom Line Foundation	CO	\$376,878	President/secretary	\$30,000	\$28,846	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	51 organizations. Compensation range \$2,536–\$264,653; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$303,956); for reference, expenses \$323,940 and assets \$132,100.
ROLE MATCH	Karyn Gerred, reported title <i>"EXECUTIVE DIRECTOR CEO"</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.

OUTLIERS 2 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	45 th
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	41 st

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 (Karyn Gerred) 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 51 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,168 is reasonable (approximately the 45th 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.