

Carlton Complex Long Term Recovery Group

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Carlene Anders, Executive Director / CEO** (\$84,335) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Carlene Anders — 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 (M20).

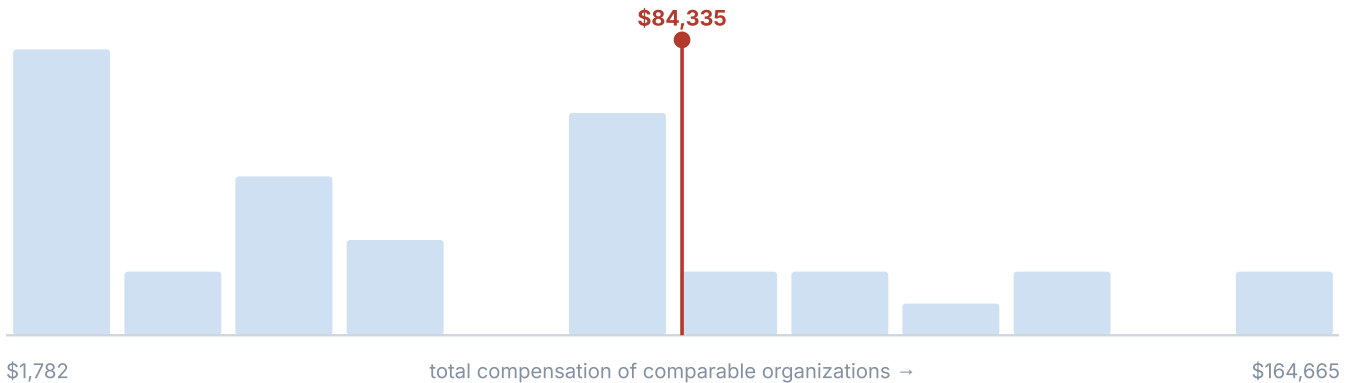
BUDGET Total revenue between \$117,721 and \$263,554 — 0.67x to 1.50x the subject's \$175,703 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (M20), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography

→ **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,075	\$15,233	\$48,195	\$82,947	\$119,428	\$84,335
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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 WA 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
Ua Charitable Fund Trust	MD	\$174,618	Trustee	\$154,691	\$161,533	2024
Bowmanstown Volunteer Fire Company	PA	\$170,750	Treasurer	\$7,800	\$8,688	2024
The Elevated Studio Inc	NY	\$161,388	Executive Director/president	\$35,600	\$36,993	2023
Apostleship Of The Sea Of The Usa	TX	\$195,291	Secretary General	\$72,872	\$81,419	2024
Florida National Guard Foundation Inc	FL	\$154,888	Executive Dir.	\$31,200	\$32,737	2024
Capracare Inc	NY	\$154,101	President & Ceo	\$10,097	\$10,492	2023
Orange County Long Term Recove	FL	\$205,014	Exec Dir	\$42,292	\$45,686	2023
Lovington Comm Ambulance Serv Inc	IL	\$145,867	Treasurer	\$4,050	\$4,579	2023
lada Foundation	ID	\$142,147	Executive Director	\$105,318	\$125,137	2024
Westhaven Water Supply Corporation	TX	\$141,971	General Manager	\$15,945	\$17,815	2024
Helene Rebuild Collaborative	NC	\$210,920	Executive Director	\$5,198	\$5,999	2024
Coastal Bend Disaster Recovery Group	TX	\$214,648	Ex Director	\$71,194	\$81,894	2023
Family Assistance Education & Research F	WA	\$214,674	Executive Director	\$84,000	\$84,000	2024
Amo Membership Assistance Program Trust	FL	\$136,225	Trustee	\$80,688	\$84,664	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Acts Allowing Christ To Shine Inc	IN	\$135,174	President	\$61,180	\$74,191	2023
Pender United Inc	NC	\$133,204	Executive Director	\$24,000	\$29,686	2022
Robbinsdale Fire Relief Association	MN	\$222,352	President	\$1,900	\$2,097	2024
Solar Responders Inc	NY	\$128,727	Founder/ceo	\$100,000	\$103,911	2023
Thirsty Lands Inc	PA	\$128,413	Executive Dir.	\$1,600	\$1,782	2024
Communities United Inc	FL	\$224,071	Executive Director	\$48,000	\$51,853	2023
New York State United Teachers Disaster Relief & Scholarship Fund	NY	\$225,980	Secretary	\$136,101	\$137,366	2024
Cb Avalanche Center Inc	CO	\$227,426	Executive Director	\$29,812	\$31,929	2024
Greene County Interfaith Volunteers	NC	\$122,266	Ex Director	\$41,760	\$48,195	2024
Rebuild Paradise Foundation	CA	\$230,879	Executive Director	\$75,500	\$72,818	2024
Hope Desoto Long Term Recovery	FL	\$230,888	Executive Di	\$68,409	\$71,780	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 35 organizations. Compensation range \$1,782–\$164,665; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$175,703); for reference, expenses \$304,828 and assets \$69,810. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Carlene Anders, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	77 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	71 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 (Carlene Anders) 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 13, 2026, comparing compensation against 35 similarly situated organizations (Same NTEE sector (M20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,335 is reasonable (approximately the 77th 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 13, 2026.