

Energy Policy Network

Executive Director / CEO

EIN 473663656

TX · NTEE C01

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Charles Eminger, Executive Director / CEO** (\$20,125) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (C01).

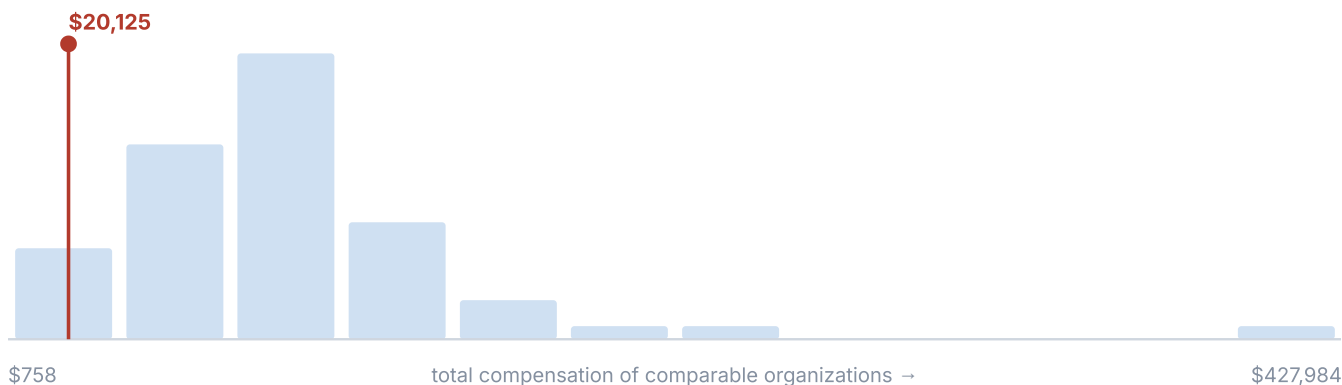
BUDGET Total revenue between \$328,522 and \$735,498 — 0.67x to 1.50x the subject's \$490,332 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C01), nationwide + budget 0.67–1.5x revenue.

59 organizations qualified on sector, size, and geography

→ **59** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,957

\$54,643

\$83,797

\$106,239

\$138,454

\$20,125



■ 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 TX 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
Maine Climate Action Now	ME	\$485,922	Executive Director (Mcan)	\$63,818	\$62,051	2024
North Carolina Climate Justice	NC	\$485,773	Co-executive Director	\$49,586	\$49,750	2024
Everglades Law Center Inc	FL	\$483,835	Executive Director	\$91,258	\$83,245	2024
East Michigan Environmental Action	MI	\$499,608	Director	\$51,653	\$53,298	2023
Recycling Association Of Minnesota	MN	\$477,798	Executive Director	\$50,724	\$48,668	2024
Environmental Justice Community Action Network	NC	\$475,260	Executive Director	\$95,000	\$95,314	2024
Intersectional Environmentalist	CA	\$508,909	Secretary	\$17,955	\$15,055	2024
Cape Fear River Watch	NC	\$471,332	Executive Director	\$68,855	\$69,083	2024
California Urban Forests Council	CA	\$470,825	Exec Director	\$118,833	\$99,638	2024
Minnesota Environmental Partnership	MN	\$464,205	Executive Director	\$154,029	\$147,785	2024
Brighter Green Inc	NY	\$463,273	Executive Di	\$35,000	\$31,617	2023
Powder River Basin Resource Council	WY	\$463,151	Executive Di	\$41,543	\$43,195	2024
Alabama Rivers Alliance Inc	AL	\$521,285	Executive Director	\$68,000	\$73,440	2023
Michigan Recycling Coalition	MI	\$525,387	Executive Director	\$99,932	\$100,156	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blue Sky Maritime Coalition Inc	TX	\$531,528	Exec Dir / Pres	\$127,250	\$123,599	2024
Roaring Fork Valley Wildfire Collaborative	CO	\$448,807	Executive Director	\$90,000	\$83,797	2024
Bluedot Institute Inc	CA	\$445,571	Executive Director	\$74,712	\$62,644	2024
Snake River Waterkeeper Inc	ID	\$444,677	Executive Dir.	\$402,446	\$427,984	2023
Rochester Ecology Partners Inc	NY	\$444,273	Executive Director	\$59,112	\$51,866	2024
Alaska Wildlife Alliance	AK	\$537,946	Executive Director	\$87,200	\$83,342	2023
Montana Conservation Voters	MT	\$538,906	Executive Director	\$73,879	\$79,612	2023
Healthy Environment Alliance Of	UT	\$539,875	Executive Di	\$101,844	\$101,213	2024
Save The Whales	CA	\$542,556	Executive Dir.	\$103,166	\$89,056	2023
Fresno Stewardship Foundation	CA	\$547,818	Cfo	\$45,375	\$39,169	2023
Western Leaders Network	CO	\$432,415	Executive Dir.	\$110,053	\$102,468	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 59 organizations. Compensation range \$758–\$427,984; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$490,332); for reference, expenses \$506,600 and assets \$118,814.

ROLE MATCH	Charles Eminger, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	7 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 (Charles Eminger) 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 59 similarly situated organizations (Same NTEE sector (C01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,125 is reasonable (approximately the 8th 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.