

National Marine Inst Inc

Executive Director / CEO

EIN 650648011
 FL · NTEE B20Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Carole Kamerling, Executive Director / CEO** (\$21,600) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

Benchmarked executive: Carole Kamerling — 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 (B20Z).
BUDGET	Total revenue between \$16,827 and \$37,672 — 0.67x to 1.50x the subject's \$25,115 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,403	\$8,123	\$17,458	\$37,574	\$101,120	\$21,600
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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 FL 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
Painting Hope	MN	\$24,886	President	\$25,500	\$26,822	2024
Barbara Jordan Institute	TX	\$24,868	Executive Director	\$3,607	\$3,955	2023
Raise A Child Of The Carolinas	NC	\$25,544	Ceo	\$3,992	\$4,391	2024
Downtowners Inc	OH	\$24,557	Executive Director	\$4,000	\$4,510	2024
Cardinal Funds Inc	IN	\$25,806	Board Member	\$30,811	\$35,609	2023
The Environmental Charter School	PA	\$24,329	Trustee	\$54,032	\$57,357	2024
The Kinkaid Investments Foundation	TX	\$25,940	Cfo	\$42,194	\$46,256	2023
Tidioute Library Association Inc	PA	\$25,967	Executive Director	\$20,873	\$22,812	2023
The Gavin Dillard Poetry Library And Archive Inc	NC	\$24,034	Founder	\$900	\$990	2024
The Freidenrich Support Foundation	CA	\$26,259	Director/secretary/treasurer	\$31,436	\$28,895	2024
Mcfarlane-cure Charitable Trust	WI	\$23,904	Trustee	\$200	\$222	2024
Educate Nky Inc	KY	\$23,868	President &	\$114,583	\$131,042	2024
American Chiropractic Foundation	VA	\$26,437	Executive Vice President	\$17,826	\$18,863	2023
Berlin Free Library Association	CT	\$26,698	Head Librarian	\$15,068	\$15,039	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sheffield Township Library	PA	\$26,715	Librarian	\$15,152	\$16,084	2024
Laker Educational Foundation	MN	\$23,401	Executive Dir.	\$6,590	\$6,753	2025
Literacy Volunteers Of Fauquier County	VA	\$23,398	Executive Director	\$11,000	\$11,306	2024
Plumbers & Pipefitters Local 104 Scholarship Fund	MA	\$27,060	President	\$90,715	\$89,337	2023
Local 417 Scholarship Fund	NY	\$22,978	Trustee	\$108,364	\$101,548	2025
Achieving Academic Success	CO	\$22,822	Executive Director	\$17,050	\$17,403	2024
Elias E Tucker Trust Fund	ME	\$22,394	President/director	\$228,295	\$243,342	2024
The Exploris Foundation	NC	\$22,055	Board Member	\$9,462	\$10,714	2023
Slover Library Foundation	VA	\$28,481	Chairman & President	\$145,000	\$153,434	2023
The Professional Institute For	PA	\$21,644	Executive Director	\$35,000	\$38,251	2023
Norris Square Education Corporation	PA	\$21,499	Ceo-xiente	\$16,868	\$17,906	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	72 organizations. Compensation range \$222–\$243,342; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$25,115); for reference, expenses \$208,670 and assets \$109,863. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Carole Kamerling, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	57 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	44 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 (Carole Kamerling) 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 72 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$21,600 is reasonable (approximately the 57th 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.