

# North American Process Technology

Executive Director / CEO

EIN 760617443  
 TX · NTEE C033  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Shannon Burke, Executive Director / CEO** (\$93,304) against **every comparable organization** that fit the selection criteria — **763** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Shannon Burke — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C033).
BUDGET	Total revenue between \$265,299 and \$593,955 — 0.67x to 1.50x the subject's \$395,970 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**763** organizations qualified on sector, size, and geography → **763** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,851	\$44,751	\$68,860	\$89,027	\$110,701	\$93,304
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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 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
<a href="#">Silicon Valley Youth Climate Action</a>	CA	\$396,132	Interim Ed	\$76,000	<b>\$63,724</b>	2024
<a href="#">Friends Of Baxter State Park</a>	ME	\$396,313	Executive Director	\$92,805	<b>\$90,235</b>	2024
<a href="#">Southern Star Medical Research Institute</a>	TX	\$396,384	Trustee/chairman & Pres	\$190,400	<b>\$184,937</b>	2024
<a href="#">Ohio Land Bank Association</a>	OH	\$396,642	Executive Di	\$86,884	<b>\$91,995</b>	2023
<a href="#">Wesselman Nature Society Inc</a>	IN	\$396,745	Executive Director	\$63,785	<b>\$65,315</b>	2024
<a href="#">Southern Maryland Rc&amp;d Board Inc</a>	MD	\$395,050	Executive Di	\$44,034	<b>\$41,155</b>	2023
<a href="#">Heathcote Botanical Gardens Inc</a>	FL	\$394,957	Executive Di	\$63,750	<b>\$58,152</b>	2024
<a href="#">Vinalhaven Land Trust Inc</a>	ME	\$394,562	Executive Di	\$77,874	<b>\$77,954</b>	2023
<a href="#">Haw River Assembly Inc</a>	NC	\$397,564	Executive Di	\$71,611	<b>\$71,847</b>	2024
<a href="#">Childhood Lead Action Project</a>	RI	\$394,175	Executive Director	\$69,270	<b>\$64,496</b>	2024
<a href="#">Putnam Land Conservancy Inc</a>	FL	\$394,090	Ceo & Conservation Director	\$64,167	<b>\$58,532</b>	2024
<a href="#">Maui Ocean Center Marine Institute</a>	HI	\$393,546	Executive Di	\$67,676	<b>\$58,834</b>	2024
<a href="#">Three Rivers Solid Waste Technology</a>	SC	\$398,817	Chair	\$300	<b>\$296</b>	2025
<a href="#">Botanical Community</a>	CA	\$393,109	President & Ceo	\$29,637	<b>\$25,584</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Therapeutic Gardens Inc</a>	CA	\$393,018	President	\$157,450	<b>\$132,017</b>	2024
<a href="#">Alliance For Pulp And Paper Technology</a>	DC	\$399,350	Executive Director	\$194,878	<b>\$166,053</b>	2024
<a href="#">Clean Fairfax Council</a>	VA	\$399,566	Executive Director	\$104,213	<b>\$95,187</b>	2025
<a href="#">Change Is Simple Inc</a>	MA	\$399,789	Executive Director	\$75,368	<b>\$67,706</b>	2023
<a href="#">Mason County Climate Justice</a>	WA	\$391,936	President	\$13,546	<b>\$11,776</b>	2024
<a href="#">Smart Buildings Center Education Program</a>	WA	\$400,015	Executive Director	\$26,536	<b>\$23,069</b>	2024
<a href="#">Open Space Cncl For The St Louis Region</a>	MO	\$391,754	Executive Dir.	\$43,260	<b>\$44,491</b>	2024
<a href="#">Earthroots Field School Inc</a>	CA	\$391,713	Executive Director	\$27,335	<b>\$22,920</b>	2024
<a href="#">Natural Restorations</a>	AZ	\$400,227	Executive Director	\$98,807	<b>\$92,270</b>	2024
<a href="#">Plant It Again</a>	CA	\$391,678	Ceo	\$82,309	<b>\$69,014</b>	2024
<a href="#">Community Cloud Forest Conservation</a>	MN	\$390,975	Co-chair	\$36,241	<b>\$34,772</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 763 organizations. Compensation range \$296–\$841,503; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$395,970); for reference, expenses \$328,244 and assets \$515,294.

ROLE MATCH	Shannon Burke, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	75 <sup>th</sup>

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 (Shannon Burke) 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 763 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,304 is reasonable (approximately the 79<sup>th</sup> 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.