

# Clean And Sustainable Energy Fund

Executive Director / CEO

EIN 832865018  
 MI · NTEE C01  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Eric Doster, Executive Director / CEO** (\$2,330) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

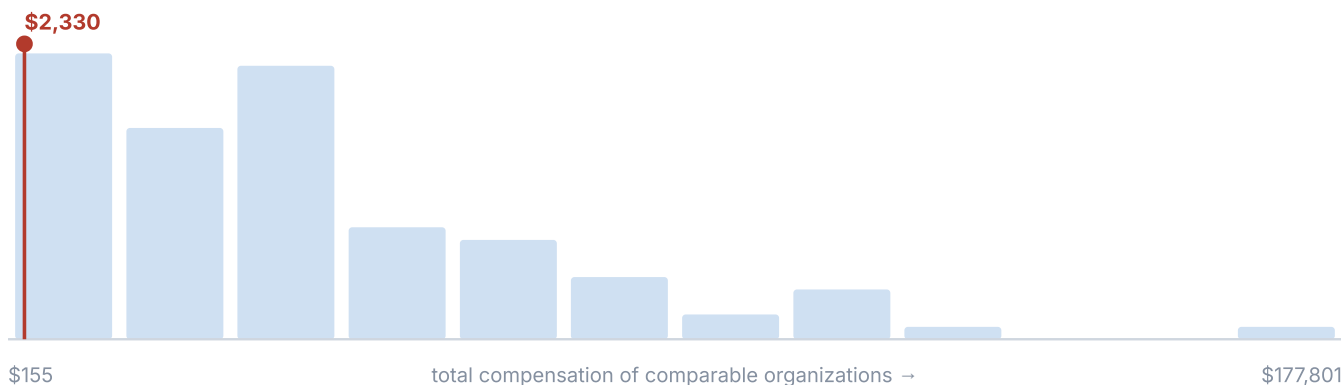
**Benchmarked executive:** Eric Doster — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (C01).
- BUDGET** Total revenue between \$53,425 and \$119,610 — 0.67x to 1.50x the subject's \$79,740 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**92** organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|         |          |          |          |          |                |
|---------|----------|----------|----------|----------|----------------|
| \$6,012 | \$14,944 | \$34,742 | \$57,427 | \$85,400 | <b>\$2,330</b> |
|---------|----------|----------|----------|----------|----------------|



## ■ 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 MI 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="#">Little Falls Watershed Alliance Inc</a>      | MD    | \$80,704 | Executive Director                | \$39,343        | <b>\$36,688</b>  | 2023 |
| <a href="#">Curry Community Cares Inc</a>                | OR    | \$78,732 | Store Manager                     | \$22,600        | <b>\$20,935</b>  | 2023 |
| <a href="#">Looptfoundation</a>                          | OR    | \$78,031 | Executive Di                      | \$33,000        | <b>\$30,568</b>  | 2023 |
| <a href="#">Damascus Citizens For Sustainability Inc</a> | PA    | \$77,599 | Chairperson                       | \$22,500        | <b>\$21,738</b>  | 2024 |
| <a href="#">Conservation Collective</a>                  | NC    | \$82,427 | Executive Director                | \$24,125        | <b>\$24,151</b>  | 2024 |
| <a href="#">Ecocity Builders</a>                         | CA    | \$76,917 | Executive Director                | \$78,460        | <b>\$65,639</b>  | 2024 |
| <a href="#">Trails Of Mississippi Inc</a>                | MS    | \$82,843 | Executive Director                | \$63,175        | <b>\$70,182</b>  | 2023 |
| <a href="#">Dahlia Hill Society Of Midland</a>           | MI    | \$76,529 | Executive Di                      | \$43,141        | <b>\$43,141</b>  | 2024 |
| <a href="#">Carmel River Watershed Conservancy</a>       | CA    | \$74,463 | Executive Director/vice President | \$48,000        | <b>\$41,343</b>  | 2023 |
| <a href="#">Our Zero Waste Future Incorporated</a>       | MD    | \$74,295 | Executive Dir                     | \$11,440        | <b>\$10,362</b>  | 2024 |
| <a href="#">Around The World In Eighty Fabrics</a>       | CA    | \$73,510 | Director                          | \$5,652         | <b>\$4,728</b>   | 2024 |
| <a href="#">Snwa Water Efficiency Improvement</a>        | NV    | \$86,082 | President                         | \$114,829       | <b>\$108,640</b> | 2025 |
| <a href="#">2c Mississippi Towards Sustainable</a>       | MS    | \$73,380 | President                         | \$61,091        | <b>\$67,866</b>  | 2023 |
| <a href="#">Network Of Oregon Watershed Councils</a>     | OR    | \$86,114 | Former Executive Director         | \$17,756        | <b>\$15,975</b>  | 2024 |

| ORGANIZATION  | STATE | REVENUE  | MATCHED TITLE                           | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|---|-------|----------|---|-----------------|------------------|------|
| <a href="#">Pilchuck Audubon Society</a>                    | WA    | \$86,669 | Director                                | \$68,165        | <b>\$59,127</b>  | 2024 |
| <a href="#">Little Miami Watershed Network</a>              | OH    | \$70,815 | Executive Di                            | \$25,000        | <b>\$26,411</b>  | 2023 |
| <a href="#">Meeker Memorial Hospital Foundation</a>         | MN    | \$70,214 | Foundation Director                     | \$12,154        | <b>\$11,635</b>  | 2024 |
| <a href="#">Go Alliance</a>                                 | OR    | \$70,080 | Director, President, Executive Director | \$76,680        | <b>\$68,990</b>  | 2024 |
| <a href="#">Mid-michigan Land Conservancy</a>               | MI    | \$89,883 | Executive Di                            | \$61,204        | <b>\$61,204</b>  | 2024 |
| <a href="#">Center For Ecological Living &amp; Learning</a> | MD    | \$69,268 | President                               | \$94,952        | <b>\$86,005</b>  | 2024 |
| <a href="#">Pelican Coast Conservancy Inc</a>               | AL    | \$90,337 | Ceo (Non-vot                            | \$165,000       | <b>\$177,801</b> | 2023 |
| <a href="#">Institute For Compatible Development Inc</a>    | MS    | \$90,433 | Advisory Member                         | \$34,563        | <b>\$37,295</b>  | 2024 |
| <a href="#">Hiy Inc</a>                                     | PA    | \$90,485 | President - Ceo                         | \$132,000       | <b>\$124,245</b> | 2025 |
| <a href="#">National Historic Trails Center</a>             | WY    | \$68,225 | Executive Director                      | \$40,000        | <b>\$41,498</b>  | 2024 |
| <a href="#">Community Counts Colorado Inc</a>               | CO    | \$67,973 | Executive Di                            | \$23,100        | <b>\$22,093</b>  | 2023 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

|                 |   |
|-----------------|---|
| PEER COUNT      | 92 organizations. Compensation range \$155–\$177,801; filing years 2023–2025.   |
| SIZE BASIS      | Matched on total revenue (\$79,740); for reference, expenses \$4,580 and assets \$2,051,161. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>                         |
| ROLE MATCH      | Eric Doster, reported title " <i>Secretary</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b> |
| RELATED-ORG PAY | 10 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 | 4 <sup>th</sup>    |
| Total compensation (D + F), as reported (no adjustments)                                | 4 <sup>th</sup>    |
| Reportable pay only (column D), adjusted  | 14 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 65 <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 (Eric Doster) 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 92 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,330 is reasonable (approximately the 4<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.