

National Energy Resources Organization

Executive Director / CEO

EIN 911850125

DC · NTEE C033

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Carrie Annand, Executive Director / CEO** (\$99,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

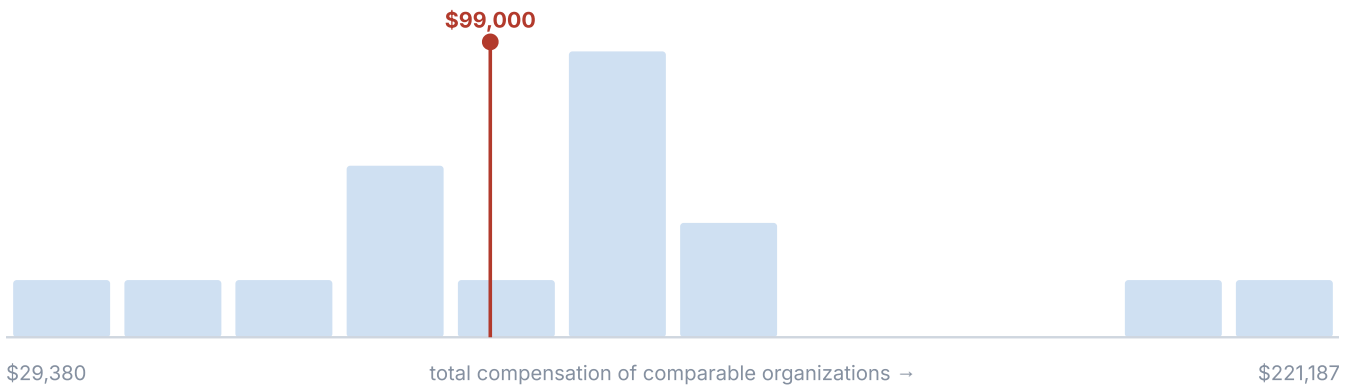
Benchmarked executive: Carrie Annand — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

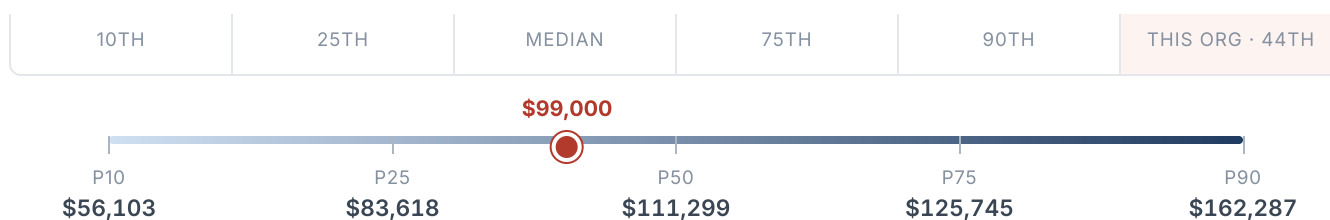
SECTOR	Organizations sharing the subject's NTEE classification (C033).
BUDGET	Total revenue between \$317,920 and \$711,762 — 0.67x to 1.50x the subject's \$474,508 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C03), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$56,103	\$83,618	\$111,299	\$125,745	\$162,287	\$99,000
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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 DC 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
Nc Foundation For Soil And Water	NC	\$480,077	Executive Director	\$70,000	\$84,858	2023
Massachusetts Association Of	MA	\$497,780	Executive Director	\$78,023	\$79,898	2024
High Ambition Climate Collective	CA	\$525,000	Chief Executive Officer	\$224,780	\$221,187	2024
Coastal Georgia Indicators	GA	\$418,865	Executive Di	\$113,191	\$129,696	2024
Environmental Design Research	DC	\$409,765	Executive Dir.	\$65,735	\$65,735	2024
Alliance For Pulp And Paper Technology	DC	\$399,350	Executive Director	\$194,878	\$194,878	2024
North American Process Technology	TX	\$395,970	President	\$93,304	\$109,500	2023
Abundant Earth Foundation	CA	\$385,009	Director/president	\$29,000	\$29,380	2023
Colorado Association For Recycling Inc	CO	\$380,488	Executive Director	\$106,430	\$116,296	2024
Botanic Gardens Conservation	MA	\$364,663	Director Of Conservation	\$121,606	\$124,528	2024
Association Of Nature Center	UT	\$361,700	Executive Dir.	\$72,315	\$86,833	2023
Southeastern States Air Resource	FL	\$592,880	Executive Di	\$111,927	\$119,821	2024
Central States Water Environment	IL	\$621,534	Executive Ma	\$100,950	\$113,097	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Yellowstone River Parks Association	MT	\$660,074	Executive Director	\$37,830	\$46,470	2024
North American Lake Management Society	WI	\$675,527	Executive Director	\$82,654	\$98,368	2024
Tree Research And Education Endowment	IL	\$686,919	President/ceo	\$115,500	\$129,397	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	16 organizations. Compensation range \$29,380–\$221,187; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$474,508); for reference, expenses \$464,516 and assets \$423,283.
ROLE MATCH	Carrie Annand, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	44 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	44 th

All sources (D + E + F), adjusted

44th

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 (Carrie Annand) 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 16 similarly situated organizations (Same NTEE sector (C03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,000 is reasonable (approximately the 44th 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.