

National School Climate Center

Executive Director / CEO

EIN 133974819

NY · NTEE T30

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Adam Jacobs, Executive Director / CEO** (\$39,570) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

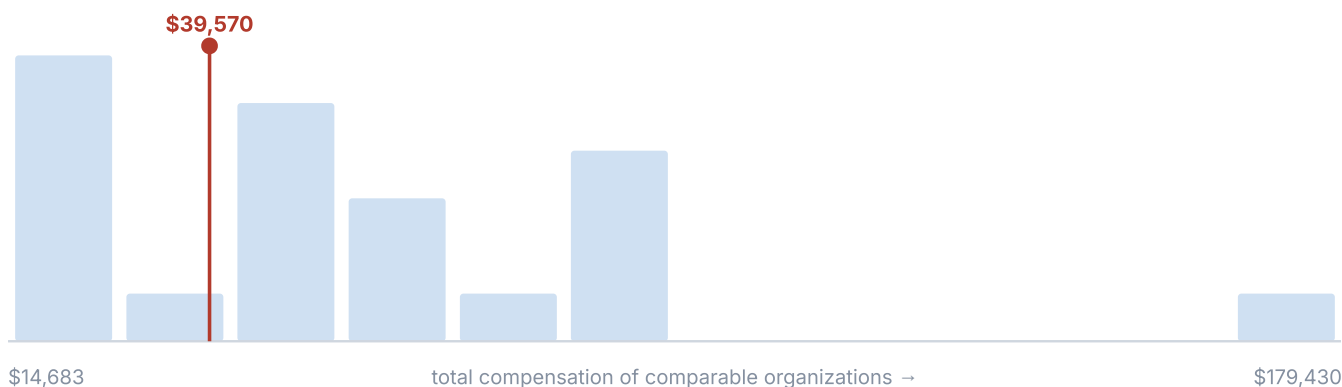
Benchmarked executive: Adam Jacobs — reported title "CO-EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$238,161 and \$533,197 — 0.67x to 1.50x the subject's \$355,465 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30) + NY + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,324	\$27,875	\$48,532	\$82,774	\$91,708	\$39,570
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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 NY 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
Breast Reconstruction Org Inc	NY	\$352,975	Executive Director	\$27,875	\$27,875	2024
Hearts Of Gold Inc	NY	\$376,784	Ceo	\$179,430	\$179,430	2024
Dake Foundation For Children	NY	\$316,350	Executive Director	\$55,847	\$55,847	2024
Living Resources Foundation Inc	NY	\$311,021	Ceo	\$26,209	\$26,209	2024
Tibetan Charities Inc	NY	\$307,027	President	\$90,655	\$93,333	2023
Rehema Home Us Fundraising Inc	NY	\$407,357	Executive Director	\$43,042	\$43,042	2024
Studentsfirst New York Institute Inc	NY	\$300,000	Executive Director	\$43,000	\$43,000	2024
American Friends Of Keshet Inc	NY	\$295,027	President	\$86,400	\$86,400	2024
Shalom Mountain Inc	NY	\$418,262	Executive Director	\$65,514	\$65,514	2024
Odeh Inc	NY	\$282,013	President	\$14,683	\$14,683	2024
Rahima Aziz Foundation Corp	NY	\$269,470	Secretary	\$45,500	\$45,500	2024
C P Center Foundation Of Orange	NY	\$269,306	Director, Ceo	\$23,626	\$24,324	2023
The Childrens Foundation Of Astor	NY	\$448,665	Executive Vp	\$23,697	\$24,397	2023
The Bunim Fund	NY	\$449,595	Trustee	\$61,509	\$63,326	2023
Kopernik Society Of Broome County	NY	\$455,686	Vp/exec. Dir.	\$55,349	\$56,984	2023
118 East 111th Street Corporation	NY	\$460,434	Ceo	\$18,651	\$19,202	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Girls On The Run Hudson Valley Inc	NY	\$473,595	Executive Di	\$88,025	\$88,025	2024
Precious Dreams Foundation	NY	\$474,568	Executive Director	\$89,077	\$91,708	2023
The Emma Alyson & Kate Hance	NY	\$484,071	Executive Director	\$48,532	\$48,532	2024
Partnership For Community Development Ltd	NY	\$491,449	Director	\$39,548	\$39,548	2024
Endless Highway Inc	NY	\$512,435	Operations Director	\$82,774	\$82,774	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	21 organizations. Compensation range \$14,683–\$179,430; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$355,465); for reference, expenses \$337,685 and assets \$186,623.
ROLE MATCH	Adam Jacobs, reported title " <i>CO-EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	33 rd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	14 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 (Adam Jacobs) 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 21 similarly situated organizations (Same NTEE sector (T30) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,570 is reasonable (approximately the 33rd 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.