

This analysis benchmarks the total compensation of **Madeleine Bouton, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

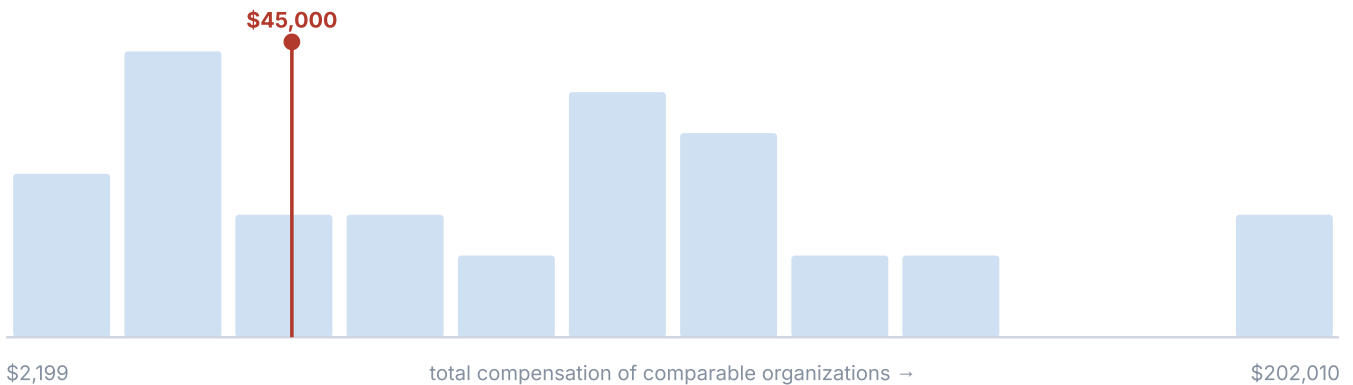
**Benchmarked executive:** Madeleine Bouton — reported title “Executive Director, Director, Secretary”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C35).
BUDGET	Total revenue between \$212,360 and \$475,434 — 0.67x to 1.50x the subject's \$316,956 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C35), nationwide + budget 0.67–1.5x revenue.

**37** organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,387	\$31,975	\$81,234	\$111,535	\$141,993	\$45,000
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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 OR 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="#">Net-negative Co2 Baseload Power Inc</a>	WA	\$320,000	Ceo And President (Resigned 1/1/25 After Tax Year)	\$94,250	<b>\$88,258</b>	2024
<a href="#">Louisiana Clean Energy Fund</a>	LA	\$312,655	President/director	\$78,164	<b>\$92,681</b>	2023
<a href="#">Clean Air Institute</a>	DC	\$322,593	Director	\$78,500	<b>\$74,178</b>	2023
<a href="#">Carbon Offsets To Alleviate Poverty</a>	CA	\$323,251	Ceo	\$59,583	<b>\$55,403</b>	2023
<a href="#">Wyoming Petroleum Foundation</a>	WY	\$327,364	Ex-officio Member	\$76,831	<b>\$86,051</b>	2024
<a href="#">Leaders For Clean Air</a>	UT	\$306,178	Executive Dir.	\$28,000	<b>\$29,974</b>	2024
<a href="#">E-tech International</a>	NM	\$299,417	President/ex	\$27,950	<b>\$31,442</b>	2024
<a href="#">Energy Action Network Inc</a>	VT	\$334,745	Executive Director	\$141,329	<b>\$148,785</b>	2024
<a href="#">Tulsa Bike Share Inc</a>	OK	\$338,763	Executive Dir.	\$73,620	<b>\$87,293</b>	2023
<a href="#">Energy Programs Consortium</a>	DC	\$283,320	Executive Director	\$51,000	<b>\$48,192</b>	2023
<a href="#">One Earth Collective</a>	IL	\$281,886	Executive Dir.	\$79,000	<b>\$81,234</b>	2024
<a href="#">Frack Action Fund Inc</a>	NY	\$354,000	Executive Director	\$120,000	<b>\$113,416</b>	2024
<a href="#">Greater Sacramento Regional</a>	CA	\$266,443	Executive Dir.	\$36,117	<b>\$32,620</b>	2024
<a href="#">Clean Energy Districts Of Iowa</a>	IA	\$368,249	Board Member	\$5,305	<b>\$6,255</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Green Light New Orleans</a>	LA	\$368,293	Executive Dir.	\$99,000	<b>\$114,020</b>	2024
<a href="#">New Power Tour Inc</a>	MI	\$265,115	Managing Director	\$15,000	<b>\$16,194</b>	2024
<a href="#">Blue Planet Foundation</a>	HI	\$377,633	Executive Director	\$30,885	<b>\$28,922</b>	2024
<a href="#">Tennessee Advanced Energy Business</a>	TN	\$378,450	Executive Di	\$2,000	<b>\$2,199</b>	2024
<a href="#">Climate Collaborative</a>	WA	\$378,511	Executive Director	\$142,585	<b>\$137,465</b>	2023
<a href="#">Texas Foundation For Innovative</a>	TX	\$251,442	Key Employee	\$180,000	<b>\$188,326</b>	2024
<a href="#">Innovators Educational Foundation</a>	MO	\$249,404	President	\$97,793	<b>\$111,535</b>	2023
<a href="#">Mason County Climate Justice</a>	WA	\$391,936	President	\$13,546	<b>\$12,685</b>	2024
<a href="#">Lite Initiatives</a>	CA	\$241,633	General Manager	\$29,262	<b>\$26,428</b>	2024
<a href="#">Southern Star Medical Research Institute</a>	TX	\$396,384	Trustee/chairman & Pres	\$190,400	<b>\$199,207</b>	2024
<a href="#">Smart Buildings Center Education Program</a>	WA	\$400,015	Executive Director	\$26,536	<b>\$24,849</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	37 organizations. Compensation range \$2,199–\$202,010; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$316,956); for reference, expenses \$567,028 and assets \$535,765. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Madeleine Bouton, reported title " <i>Executive Director, Director, Secretary</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	43 <sup>rd</sup>
All sources (D + E + F), adjusted	30 <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 (Madeleine Bouton) 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 37 similarly situated organizations (Same NTEE sector (C35), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 35<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.