

# Green Cambridge Inc

Executive Director / CEO

EIN 208633169  
 MA · NTEE C60  
 FY ending 2025-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Steven Nutter, Executive Director / CEO** (\$74,500) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

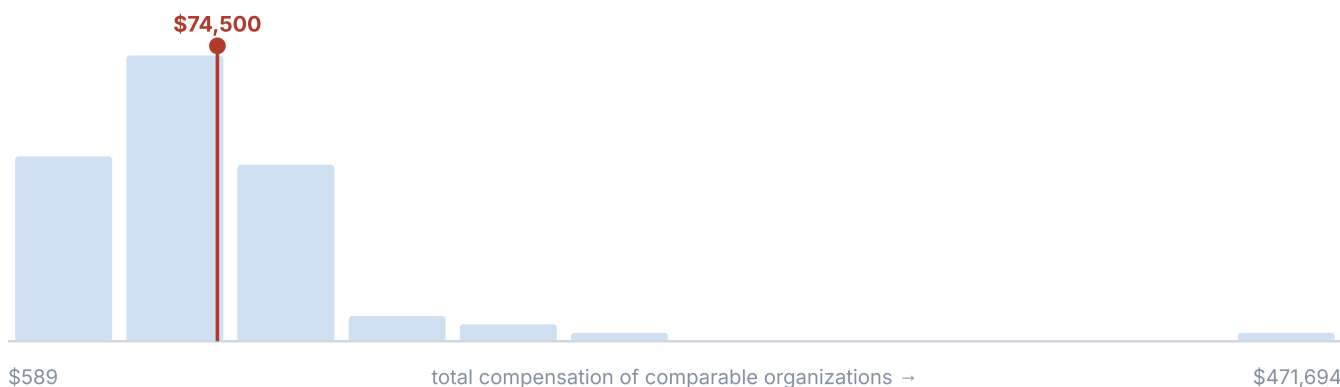
**Benchmarked executive:** Steven Nutter — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (C60).
- BUDGET** Total revenue between \$188,448 and \$421,900 — 0.67x to 1.50x the subject's \$281,267 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,788	\$37,231	\$63,678	\$84,586	\$110,225	\$74,500
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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 MA 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="#">Coral Springs Nature Center &amp;</a>	FL	\$275,781	Executive Di	\$54,082	<b>\$58,034</b>	2024
<a href="#">M3 Ministries</a>	TX	\$287,081	Board Member, Ceo	\$78,000	<b>\$91,757</b>	2023
<a href="#">Prince William Conservation Alliance</a>	VA	\$289,800	Executive Dir.	\$83,376	<b>\$94,672</b>	2023
<a href="#">Discovery Pathways</a>	PA	\$290,379	Executive Director	\$72,021	<b>\$82,040</b>	2024
<a href="#">Imago</a>	OH	\$291,359	Executive Director	\$33,772	<b>\$42,065</b>	2023
<a href="#">Wa-ya Outdoor Institute</a>	WA	\$294,505	Executive Director	\$61,934	<b>\$63,339</b>	2024
<a href="#">Isle Royale Natural History Association</a>	MI	\$267,731	Executive Director	\$49,907	<b>\$60,579</b>	2023
<a href="#">Institute For Climate And Peace</a>	HI	\$296,775	President	\$54,600	<b>\$57,487</b>	2023
<a href="#">Community Life Collaborative</a>	OH	\$298,834	Executive Di	\$80,000	<b>\$96,787</b>	2024
<a href="#">Devens Eco-efficiency Center Inc</a>	MA	\$300,051	Executive Director	\$106,037	<b>\$106,037</b>	2025
<a href="#">Sustainable Hudson Valley Inc</a>	NY	\$300,863	Executive Director	\$70,000	<b>\$72,253</b>	2024
<a href="#">Ecological Citizen's Project Inc</a>	NY	\$301,612	Co-director	\$74,360	<b>\$79,020</b>	2023
<a href="#">Sustainable Contra Costa</a>	CA	\$258,679	Ceo	\$34,425	<b>\$34,958</b>	2023
<a href="#">Ivy Creek Foundation Inc</a>	VA	\$304,497	Executive Di	\$42,419	<b>\$48,166</b>	2023
<a href="#">Friends Of The Owyhee</a>	OR	\$305,136	Executive Director	\$88,859	<b>\$97,043</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Arctictoday</a>	AK	\$256,031	Editor In Chief, Resigned Feb 2023	\$28,846	<b>\$32,432</b>	2023
<a href="#">Olympic Nature Experience</a>	WA	\$307,779	Exec Director	\$28,628	<b>\$29,277</b>	2024
<a href="#">Growing Communities Inc</a>	CA	\$253,966	President	\$147,531	<b>\$149,815</b>	2023
<a href="#">Teens Take On Climate Inc</a>	WI	\$253,820	President	\$135,499	<b>\$161,642</b>	2024
<a href="#">Ravenwood Outdoor Learning Center</a>	MT	\$309,188	Trustee And	\$53,045	<b>\$67,244</b>	2023
<a href="#">Triple Bottom Line Institute Incorporated</a>	FL	\$252,750	President	\$78,517	<b>\$86,743</b>	2023
<a href="#">Justme For Justus</a>	ME	\$252,348	Director	\$49,244	<b>\$56,325</b>	2024
<a href="#">Hawaii Seafood Council</a>	HI	\$251,749	Executive Director	\$51,000	<b>\$52,156</b>	2024
<a href="#">We Are Neutral Inc</a>	FL	\$251,714	Executive Director	\$62,400	<b>\$66,960</b>	2024
<a href="#">Harvest Of All First Nations</a>	CO	\$311,307	Chair	\$60,489	<b>\$66,253</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2025 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 MA 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	<b>84</b> organizations. Compensation range \$589–\$471,694; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$281,267); for reference, expenses \$400,577 and assets \$284,585. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Steven Nutter, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	61 <sup>st</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 (Steven Nutter) 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 84 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,500 is reasonable (approximately the 63<sup>rd</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.