

Greater Washington Region Clean Cities

Executive Director / CEO

EIN 273768863

DC · NTEE C20

FY ending 2023-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Antoine Thompson, Executive Director / CEO** (\$124,334) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

Benchmarked executive: Antoine Thompson — reported title “MANAGING DIRECTOR”, 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 (C20).

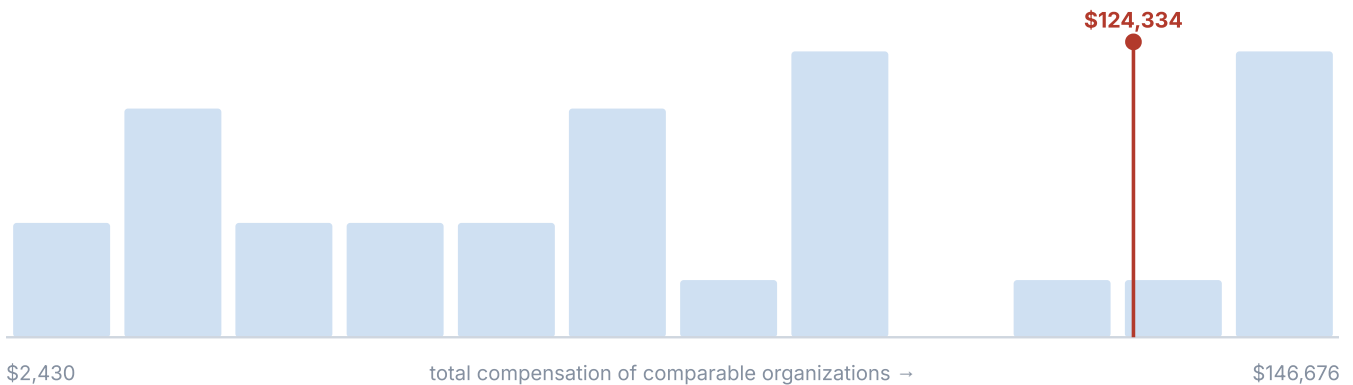
BUDGET Total revenue between \$331,703 and \$742,620 — 0.67x to 1.50x the subject's \$495,080 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C20), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,109	\$36,538	\$68,930	\$94,109	\$140,398	\$124,334
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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
Austin Youth River Watch	TX	\$486,402	Executive Director	\$76,151	\$86,806	2023
Community For Change	TX	\$486,048	Treasurer And Director Of Operations	\$50,000	\$55,361	2024
New York City And Lower Hudson Valley	NY	\$507,401	Executive Director	\$85,000	\$87,528	2023
Clear The Air Foundation	CO	\$513,946	President/ceo	\$16,407	\$17,413	2024
Utah Physicians For A Healthy Envir	UT	\$514,211	Executive Dir.	\$95,377	\$111,240	2023
American Society Of Adaptation	MI	\$464,079	Contracted Exec. Dir (Thru 10/22)	\$118,463	\$139,339	2023
Friends Of The Kaw Inc	KS	\$457,690	Executive Di	\$78,700	\$94,109	2024
Santa Cruz Hub For Sustainable Living	CA	\$532,784	Administrative Co-director	\$2,960	\$2,829	2024
Charge Across Town	CA	\$456,411	Executive Dir.	\$95,833	\$91,596	2024
Lake Area Industry Alliance	LA	\$541,655	Executive Director	\$104,654	\$127,553	2024
Heartwood Resources	OR	\$562,871	Ceo	\$31,041	\$31,907	2024
Guadalupe-blanco River Trust	TX	\$427,195	Executive Director	\$33,000	\$36,538	2024
Santa Fe Watershed Association	NM	\$412,814	Executive Di	\$50,195	\$61,522	2023
Sustainable Learning Inc	NY	\$404,621	Executive Director	\$44,100	\$44,109	2024
Direct Air Capture Coalition Inc	NY	\$590,391	Officer	\$78,500	\$80,835	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Silicon Valley Youth Climate Action	CA	\$396,132	Interim Ed	\$76,000	\$72,640	2024
Crude Accountability Incorporated	VA	\$608,464	Executive Director	\$87,822	\$93,858	2024
Neighbors For Clean Air	OR	\$372,899	Co-executive Director	\$67,059	\$68,930	2024
Cleanaire Nc	NC	\$627,948	Executive Dir.	\$124,569	\$146,676	2023
Oregon Physicians For Social	OR	\$358,036	Executive Dire	\$61,270	\$62,979	2024
National Council For Science And	DC	\$641,607	Executive Director (Thru Sept)	\$144,706	\$144,706	2023
Upper Peninsula Land Conservancy	MI	\$344,028	Interim Exec	\$20,508	\$23,430	2024
Babb Creek Watershed Association	PA	\$342,759	Director	\$14,400	\$15,895	2024
Southwings Inc	NC	\$649,937	Executive Director	\$126,463	\$144,635	2024
Clean Air Coalition Of Western	NY	\$338,710	Executive Dir.	\$64,223	\$64,235	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 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 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 29 organizations. Compensation range \$2,430–\$146,676; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$495,080); for reference, expenses \$517,619 and assets \$144,441.

ROLE MATCH Antoine Thompson, reported title "*MANAGING DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 3 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	79 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	69 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 (Antoine Thompson) 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 29 similarly situated organizations (Same NTEE sector (C20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$124,334 is reasonable (approximately the 79th 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.