

Community Climate Solutions

Executive Director / CEO

EIN 471650287

CA · NTEE C20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Altieri, Executive Director / CEO** (\$89,625) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

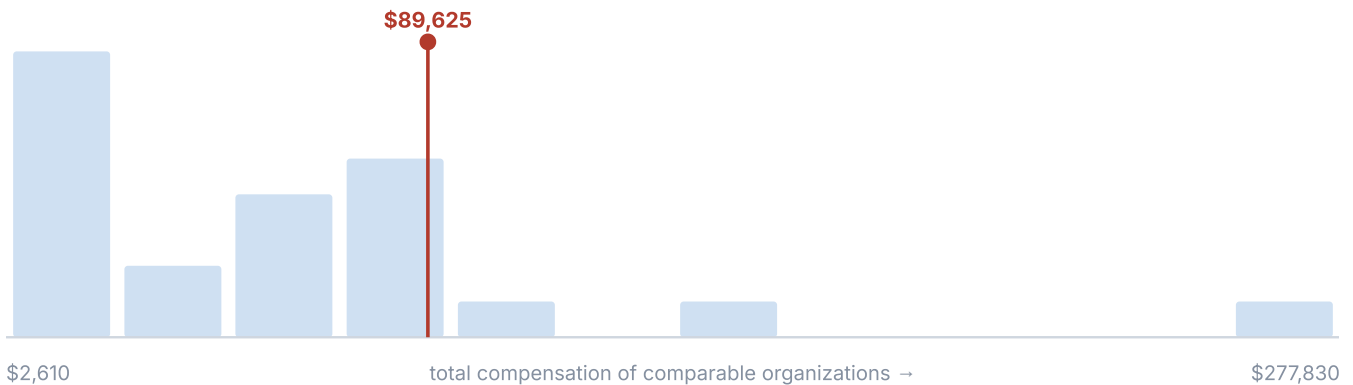
Benchmarked executive: Lisa Altieri — reported title “President and Program Manager”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C20).
BUDGET	Total revenue between \$172,233 and \$385,597 — 0.67x to 1.50x the subject's \$257,065 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C20), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,706	\$24,338	\$64,587	\$82,169	\$98,897	\$89,625
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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 CA 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
San Bruno Mountain Watch	CA	\$256,427	Executive Dir.	\$85,293	\$87,550	2024
Tejas Roadrunners Non Profit	TX	\$247,008	Director	\$28,058	\$33,363	2024
Greater Indiana Clean Cities Inc	IN	\$270,798	Exec Director	\$77,426	\$99,926	2023
Cottonwood Environmental Law Center Inc	MT	\$242,672	Executive Director	\$120,000	\$158,305	2023
Bikeventura	CA	\$272,422	Director	\$43,108	\$44,249	2024
Local Environmental Action Demanded Agency Inc	OK	\$277,875	Executive Director	\$4,917	\$6,436	2024
Material Innovation Institute	CA	\$231,821	Chief Executive Officer (Thru July)	\$82,609	\$84,795	2024
Toxics Action Center Inc	MA	\$227,403	President	\$7,321	\$8,052	2023
Friends Of Bayou Lafourche Inc	LA	\$290,045	Executive Director	\$51,458	\$69,345	2023
Restore The Earth Foundation Inc	MD	\$217,709	Executive Director	\$249,996	\$277,830	2024
Orleans Land Restoration Corporation	NY	\$303,646	C.e.o./c.f.o.	\$23,698	\$25,455	2024
Champaign County Environmental Stewards	IL	\$313,037	Executive Director	\$12,490	\$14,596	2024
Sustainable Woodstock Inc	VT	\$314,084	Executive Director	\$51,433	\$61,538	2024
Green Sports Alliance Foundation	OR	\$188,603	Executive Director	\$65,368	\$74,291	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Western Pa Coalition For Abandoned	PA	\$330,871	Executive Di	\$73,442	\$89,632	2023
Pacific Sound Resources Environmental	WA	\$336,662	Trustee	\$2,382	\$2,610	2023
Alliance For Nuclear Responsibility	CA	\$337,058	Executive Director	\$22,770	\$24,063	2023
Clean Air Coalition Of Western	NY	\$338,710	Executive Dir.	\$64,223	\$68,985	2024
Babb Creek Watershed Association	PA	\$342,759	Director	\$14,400	\$17,070	2024
Upper Peninsula Land Conservancy	MI	\$344,028	Interim Exec	\$20,508	\$25,163	2024
Oregon Physicians For Social	OR	\$358,036	Executive Dire	\$61,270	\$67,636	2024
Neighbors For Clean Air	OR	\$372,899	Co-executive Director	\$67,059	\$74,027	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 22 organizations. Compensation range \$2,610–\$277,830; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$257,065); for reference, expenses \$402,531 and assets \$165,528. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Lisa Altieri, reported title " <i>President and Program Manager</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	82 nd
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	73 rd

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 (Lisa Altieri) 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 22 similarly situated organizations (Same NTEE sector (C20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,625 is reasonable (approximately the 82nd 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.