

Clean Air Institute

Executive Director / CEO

EIN 800429122

DC · NTEE C35

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Interim Director, Executive Director / CEO** (\$78,500) 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 **49th** percentile of comparable organizations within the typical range

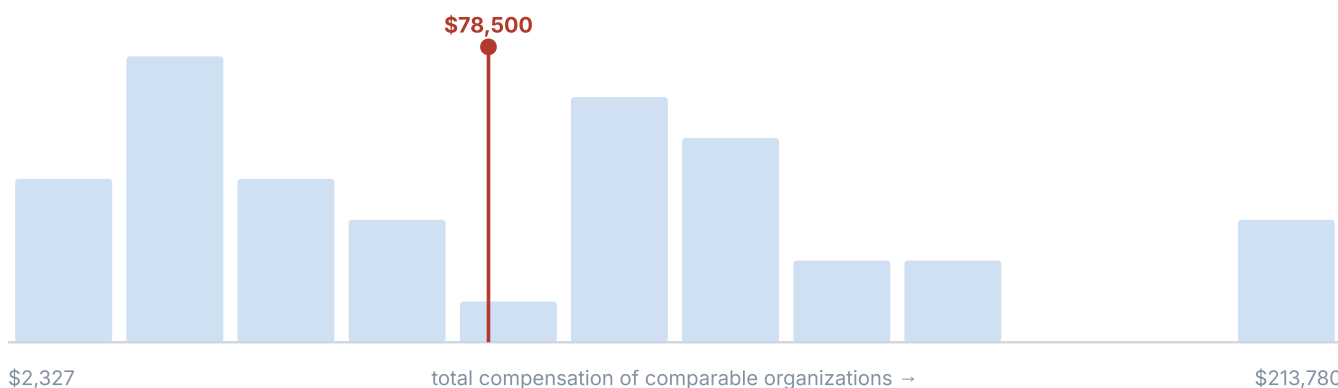
Benchmarked executive: Interim Director — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

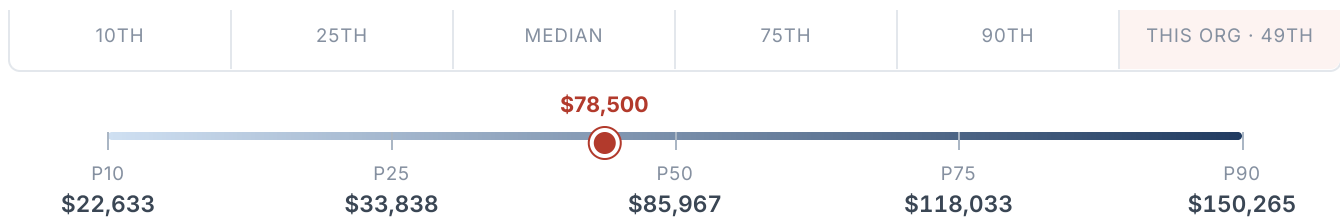
- SECTOR** Organizations sharing the subject's NTEE classification (C35).
- BUDGET** Total revenue between \$216,137 and \$483,889 — 0.67x to 1.50x the subject's \$322,593 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (C35), nationwide + budget 0.67–1.5x revenue.

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

Distribution of comparable compensation



\$22,633	\$33,838	\$85,967	\$118,033	\$150,265	\$78,500
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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 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
Carbon Offsets To Alleviate Poverty	CA	\$323,251	Ceo	\$59,583	\$58,631	2023
Net-negative Co2 Baseload Power Inc	WA	\$320,000	Ceo And President (Resigned 1/1/25 After Tax Year)	\$94,250	\$93,401	2024
Wyoming Petroleum Foundation	WY	\$327,364	Ex-officio Member	\$76,831	\$91,065	2024
Blueenergy	OR	\$316,956	Executive Director, Director, Secretary	\$45,000	\$47,622	2023
Louisiana Clean Energy Fund	LA	\$312,655	President/director	\$78,164	\$98,081	2023
Energy Action Network Inc	VT	\$334,745	Executive Director	\$141,329	\$157,453	2024
Tulsa Bike Share Inc	OK	\$338,763	Executive Dir.	\$73,620	\$92,379	2023
Leaders For Clean Air	UT	\$306,178	Executive Dir.	\$28,000	\$31,720	2024
E-tech International	NM	\$299,417	President/ex	\$27,950	\$33,274	2024
Frack Action Fund Inc	NY	\$354,000	Executive Director	\$120,000	\$120,023	2024
Energy Programs Consortium	DC	\$283,320	Executive Director	\$51,000	\$51,000	2023
One Earth Collective	IL	\$281,886	Executive Dir.	\$79,000	\$85,967	2024
Clean Energy Districts Of Iowa	IA	\$368,249	Board Member	\$5,305	\$6,619	2023
Green Light New Orleans	LA	\$368,293	Executive Dir.	\$99,000	\$120,663	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blue Planet Foundation	HI	\$377,633	Executive Director	\$30,885	\$30,607	2024
Tennessee Advanced Energy Business	TN	\$378,450	Executive Di	\$2,000	\$2,327	2024
Climate Collaborative	WA	\$378,511	Executive Director	\$142,585	\$145,473	2023
Greater Sacramento Regional	CA	\$266,443	Executive Dir.	\$36,117	\$34,520	2024
New Power Tour Inc	MI	\$265,115	Managing Director	\$15,000	\$17,138	2024
Mason County Climate Justice	WA	\$391,936	President	\$13,546	\$13,424	2024
Texas Foundation For Innovative	TX	\$251,442	Key Employee	\$180,000	\$199,299	2024
Innovators Educational Foundation	MO	\$249,404	President	\$97,793	\$118,033	2023
Southern Star Medical Research Institute	TX	\$396,384	Trustee/chairman & Pres	\$190,400	\$210,813	2024
Smart Buildings Center Education Program	WA	\$400,015	Executive Director	\$26,536	\$26,297	2024
Lite Initiatives	CA	\$241,633	General Manager	\$29,262	\$27,968	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	37 organizations. Compensation range \$2,327–\$213,780; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$322,593); for reference, expenses \$297,597 and assets \$69,631.
ROLE MATCH	Interim Director, reported title "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	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	49 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	41 st

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 (Interim Director) 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 \$78,500 is reasonable (approximately the 49th 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.