

Climate Access Inc

Executive Director / CEO

EIN 820677662

CA · NTEE U02

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Cara Pike, Executive Director / CEO** (\$140,004) against **every comparable organization** that fit the selection criteria — **131** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

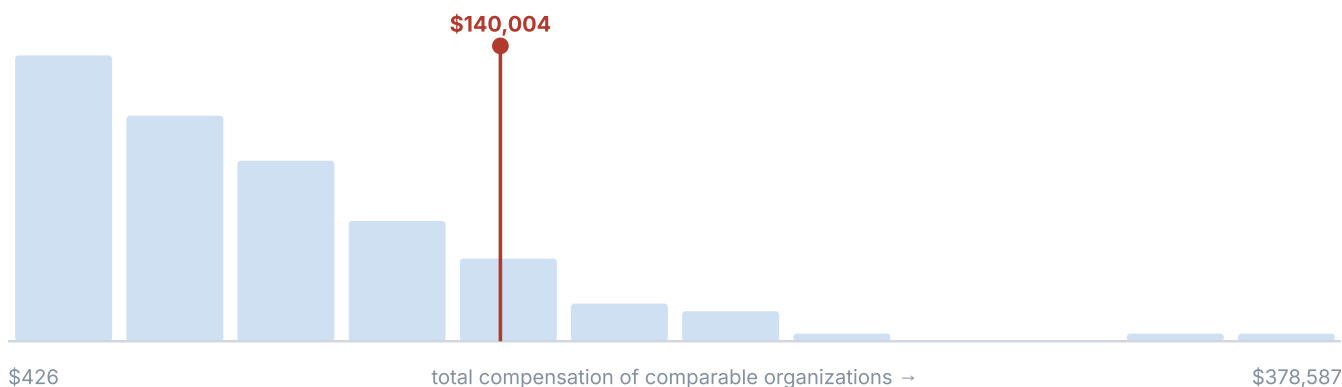
Benchmarked executive: Cara Pike — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (U02).
BUDGET	Total revenue between \$247,610 and \$554,352 — 0.67x to 1.50x the subject's \$369,568 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

131 organizations qualified on sector, size, and geography → **131** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,836	\$27,658	\$59,296	\$108,961	\$150,234	\$140,004
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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
Virginia Academy Of Science	VA	\$372,146	Executive Officer	\$15,343	\$17,156	2023
Nantucket Shellfish Association Inc	MA	\$372,864	Executive Director	\$110,000	\$114,473	2023
Satoshi Action Education	OR	\$360,666	President	\$26,667	\$28,679	2023
Cyber Collective Incorporated	NY	\$360,658	Executive Director And Board Chair	\$39,990	\$41,848	2023
Institute For Responsible Technology	IA	\$378,791	President	\$114,577	\$145,286	2023
leom Society International	MI	\$379,303	Executive Di	\$22,000	\$25,543	2024
National Motorists Association Inc	WI	\$358,873	Executive Director Of Oper	\$92,302	\$108,432	2024
Youth Code Jam San Antonio	TX	\$381,787	Executive Di	\$73,378	\$85,004	2023
The Biotechnology Association Of Alabama	AL	\$355,879	Ceo	\$120,148	\$146,006	2024
Decatur Makers Inc	GA	\$384,484	Executive Director	\$83,550	\$92,061	2025
Biomedical Excellence For Safer Transfusion Collaborative	CA	\$354,603	Executive Director	\$150,000	\$145,697	2024
Partnership To Advance Responsible Techn	PA	\$354,501	Executive Director	\$146,846	\$169,588	2023
Iowa Turfgrass Institute	IA	\$352,407	Executive Director	\$73,900	\$91,018	2024
Marine Life Studies	CA	\$349,930	Operational Manager	\$45,971	\$44,652	2024
City Kid Science Inc	NY	\$390,135	President	\$70,600	\$71,761	2024
Metagov Inc	MA	\$391,471	Executive Director	\$38,022	\$39,568	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Organic Farmers	TX	\$393,353	Director	\$368	\$426	2023
Indianafirst Inc	IN	\$342,326	Executive Dir.	\$67,450	\$82,374	2023
American Society Of Agricultural	MI	\$397,152	Secretary	\$67,622	\$78,512	2024
Clean Oceans International	CA	\$341,442	Executive Dir.	\$48,282	\$45,688	2025
Solving For Science	CA	\$338,901	Highest Compensated Employee	\$121,841	\$118,345	2024
Capitol City Robotics Inc	DC	\$401,586	Executive Director	\$170,000	\$163,479	2025
Alliance For Working Together Foundation	OH	\$337,514	Executive Director	\$104,380	\$124,357	2024
Bhaktivedanta Institute For Higher Studies Inc	FL	\$402,491	President	\$17,079	\$18,048	2024
Csab Inc	MD	\$404,157	Executive Director (From 5/23)	\$66,667	\$70,109	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 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 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	131 organizations. Compensation range \$426–\$378,587; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$369,568); for reference, expenses \$406,136 and assets \$169,658.
ROLE MATCH	Cara Pike, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	85 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	76 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 (Cara Pike) 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 131 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$140,004 is reasonable (approximately the 85th 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.