

# Massenergize Inc

Executive Director / CEO

EIN 833545333

MA · NTEE C35

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nathan Scott, Executive Director / CEO** (\$100,730) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Nathan Scott — 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 (C35).

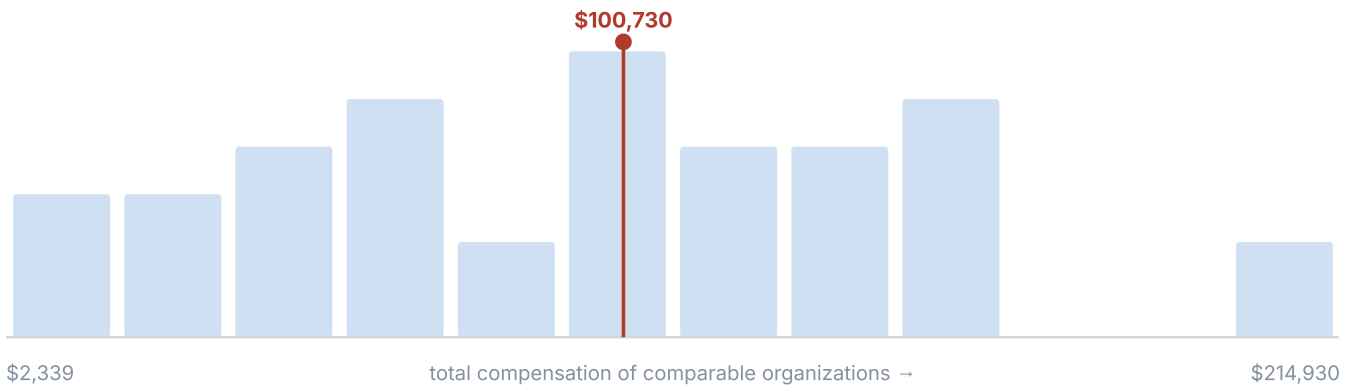
**BUDGET** Total revenue between \$313,874 and \$702,703 — 0.67x to 1.50x the subject's \$468,469 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C35), nationwide + budget 0.67–1.5x revenue.

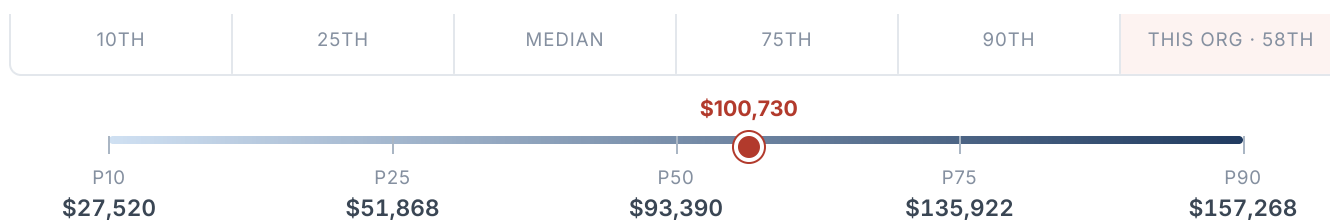
**38** organizations qualified on sector, size, and geography

→ **38** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,520	\$51,868	\$93,390	\$135,922	\$157,268	\$100,730
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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="#">Energy Smart Colorado Inc</a>	CO	\$471,593	Executive Di	\$105,706	<b>\$116,126</b>	2023
<a href="#">Smart Energy Consumer Collaborative</a>	GA	\$458,027	Deputy Director	\$105,313	<b>\$117,837</b>	2024
<a href="#">Clean Energy Ventures</a>	OH	\$446,728	President	\$55,133	<b>\$64,982</b>	2024
<a href="#">Climate And Energy Project Inc</a>	KS	\$492,409	Executive Di	\$87,272	<b>\$108,020</b>	2023
<a href="#">Four Corners Office For Resource Eff</a>	CO	\$438,494	Executive Director	\$62,922	<b>\$69,125</b>	2023
<a href="#">Efficiency Valuation Organization</a>	DC	\$429,723	Executive Director	\$146,752	<b>\$143,308</b>	2024
<a href="#">Alternative Energy Resources Org</a>	MT	\$507,861	Executive Director	\$59,074	<b>\$72,956</b>	2023
<a href="#">Missouri Energy Initiative</a>	MO	\$421,763	Executive Di	\$122,100	<b>\$143,913</b>	2024
<a href="#">Electrification Coalition Alliance Inc</a>	DC	\$421,500	Executive Director	\$38,801	<b>\$37,891</b>	2024
<a href="#">Slo Climate Coalition</a>	CA	\$418,019	Albers	\$105,499	<b>\$98,764</b>	2025
<a href="#">Iowa Business For Clean Energy</a>	IA	\$526,784	Executive Di	\$82,119	<b>\$100,059</b>	2024
<a href="#">National Energy Assistance Directors</a>	DC	\$528,238	Executive Director	\$160,593	<b>\$156,825</b>	2024
<a href="#">Us Research Impact Alliance Corp</a>	WV	\$406,795	Executive Director	\$173,262	<b>\$214,930</b>	2023
<a href="#">Smart Buildings Center Education Program</a>	WA	\$400,015	Executive Director	\$26,536	<b>\$26,438</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Southern Star Medical Research Institute</a>	TX	\$396,384	Trustee/chairman & Pres	\$190,400	<b>\$211,947</b>	2024
<a href="#">Mason County Climate Justice</a>	WA	\$391,936	President	\$13,546	<b>\$13,496</b>	2024
<a href="#">Cleantech Leaders Roundtable</a>	MA	\$547,838	Executive Director Until 8/31/24	\$89,001	<b>\$89,001</b>	2024
<a href="#">Climate Collaborative</a>	WA	\$378,511	Executive Director	\$142,585	<b>\$146,256</b>	2023
<a href="#">Tennessee Advanced Energy Business</a>	TN	\$378,450	Executive Di	\$2,000	<b>\$2,339</b>	2024
<a href="#">Blue Planet Foundation</a>	HI	\$377,633	Executive Director	\$30,885	<b>\$30,771</b>	2024
<a href="#">Green Light New Orleans</a>	LA	\$368,293	Executive Dir.	\$99,000	<b>\$121,311</b>	2024
<a href="#">Clean Energy Districts Of Iowa</a>	IA	\$368,249	Board Member	\$5,305	<b>\$6,655</b>	2023
<a href="#">Frack Action Fund Inc</a>	NY	\$354,000	Executive Director	\$120,000	<b>\$120,669</b>	2024
<a href="#">Tulsa Bike Share Inc</a>	OK	\$338,763	Executive Dir.	\$73,620	<b>\$92,877</b>	2023
<a href="#">Greater Lansing Area Clean Cities</a>	MI	\$601,120	President, Ceo (Nec)	\$24,362	<b>\$27,983</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 2024 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **38** organizations. Compensation range \$2,339–\$214,930; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$468,469); for reference, expenses \$490,374 and assets \$422,893.

ROLE MATCH Nathan Scott, reported title "*Executive director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	61 <sup>st</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</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 (Nathan Scott) 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 38 similarly situated organizations (Same NTEE sector (C35), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,730 is reasonable (approximately the 58<sup>th</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.