

Climate Collaborative

Executive Director / CEO

EIN 862833200

WA · NTEE C35

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Courtney J Pineau, Executive Director / CEO** (\$142,585) 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 **89th** percentile of comparable organizations within the typical range

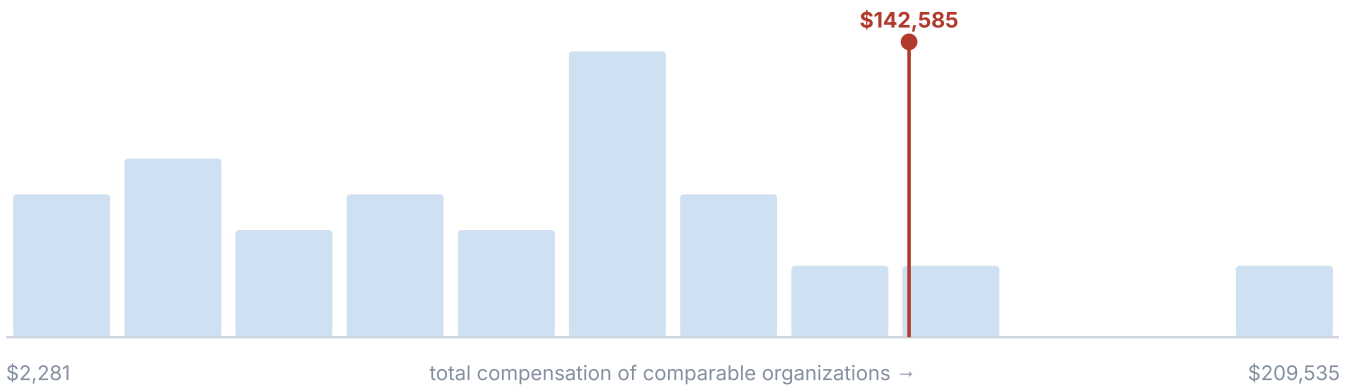
Benchmarked executive: Courtney J Pineau — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C35).
BUDGET	Total revenue between \$253,602 and \$567,766 — 0.67x to 1.50x the subject's \$378,511 (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



\$22,184	\$36,940	\$86,768	\$113,212	\$145,336	\$142,585
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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 WA 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
Tennessee Advanced Energy Business	TN	\$378,450	Executive Di	\$2,000	\$2,281	2024
Blue Planet Foundation	HI	\$377,633	Executive Director	\$30,885	\$29,999	2024
Green Light New Orleans	LA	\$368,293	Executive Dir.	\$99,000	\$118,267	2024
Clean Energy Districts Of Iowa	IA	\$368,249	Board Member	\$5,305	\$6,488	2023
Mason County Climate Justice	WA	\$391,936	President	\$13,546	\$13,157	2024
Southern Star Medical Research Institute	TX	\$396,384	Trustee/chairman & Pres	\$190,400	\$206,627	2024
Smart Buildings Center Education Program	WA	\$400,015	Executive Director	\$26,536	\$25,775	2024
Frack Action Fund Inc	NY	\$354,000	Executive Director	\$120,000	\$117,640	2024
Us Research Impact Alliance Corp	WV	\$406,795	Executive Director	\$173,262	\$209,535	2023
Slo Climate Coalition	CA	\$418,019	Albers	\$105,499	\$96,285	2025
Tulsa Bike Share Inc	OK	\$338,763	Executive Dir.	\$73,620	\$90,545	2023
Electrification Coalition Alliance Inc	DC	\$421,500	Executive Director	\$38,801	\$36,940	2024
Missouri Energy Initiative	MO	\$421,763	Executive Di	\$122,100	\$140,301	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Energy Action Network Inc	VT	\$334,745	Executive Director	\$141,329	\$154,327	2024
Wyoming Petroleum Foundation	WY	\$327,364	Ex-officio Member	\$76,831	\$89,257	2024
Efficiency Valuation Organization	DC	\$429,723	Executive Director	\$146,752	\$139,712	2024
Carbon Offsets To Alleviate Poverty	CA	\$323,251	Ceo	\$59,583	\$57,466	2023
Clean Air Institute	DC	\$322,593	Director	\$78,500	\$76,941	2023
Net-negative Co2 Baseload Power Inc	WA	\$320,000	Ceo And President (Resigned 1/1/25 After Tax Year)	\$94,250	\$91,546	2024
Four Corners Office For Resource Eff	CO	\$438,494	Executive Director	\$62,922	\$67,390	2023
Blueenergy	OR	\$316,956	Executive Director, Director, Secretary	\$45,000	\$46,676	2023
Louisiana Clean Energy Fund	LA	\$312,655	President/director	\$78,164	\$96,134	2023
Clean Energy Ventures	OH	\$446,728	President	\$55,133	\$63,351	2024
Leaders For Clean Air	UT	\$306,178	Executive Dir.	\$28,000	\$31,090	2024
E-tech International	NM	\$299,417	President/ex	\$27,950	\$32,614	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 \$2,281–\$209,535; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$378,511); for reference, expenses \$434,599 and assets \$221,240.

ROLE MATCH Courtney J Pineau, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 6 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	92 nd
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 (Courtney J Pineau) 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 \$142,585 is reasonable (approximately the 89th 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.