

Bipartisan Climate Action

Executive Director / CEO

EIN 873085231

DC · NTEE R99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ian Harrison, Executive Director / CEO** (\$5,654) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (R99).

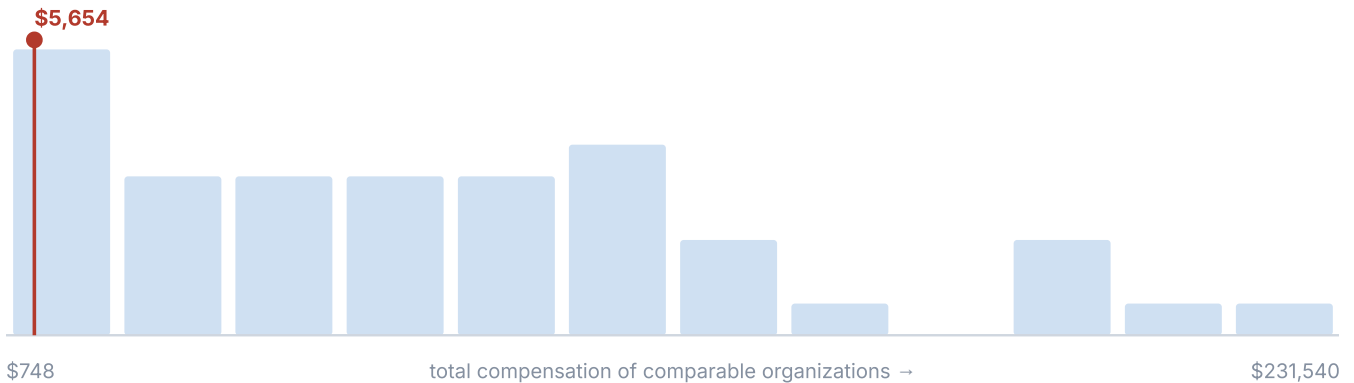
BUDGET Total revenue between \$190,042 and \$425,467 — 0.67x to 1.50x the subject's \$283,645 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (R99), nationwide + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography

→ **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,738	\$27,865	\$69,990	\$105,599	\$165,483	\$5,654
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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
Oklahoma Donor Alliance Inc	OK	\$283,764	Executive Director	\$84,000	\$105,404	2024
Cross-movement Legacy Initiative	CA	\$290,000	President	\$205,000	\$201,723	2024
1 Million Madly Motivated Moms	NV	\$276,045	President	\$59,583	\$68,060	2024
Organization For Polyamory And	CA	\$275,610	Executive Dir.	\$69,173	\$70,078	2023
Dont Shoot Portland	OR	\$273,365	Program Direct	\$160,000	\$174,323	2023
Vivante Espero	NC	\$295,530	President	\$23,086	\$27,986	2023
World Without Hate Inc	WA	\$266,442	Founder & President	\$38,000	\$39,915	2023
The Norml Foundation	DC	\$301,217	Vice President	\$17,500	\$17,500	2024
Formed Foundation	DC	\$255,102	Director	\$27,500	\$27,500	2024
No More A Stranger Foundation	UT	\$254,010	Executive Director	\$45,831	\$53,453	2024
Move To Amend	CA	\$253,286	Director	\$4,800	\$4,863	2023
Take Back The Court Action Fund	CA	\$315,887	President	\$22,945	\$22,578	2024
Survivor Justice Action Inc	TX	\$317,100	Ceo/secretary	\$46,354	\$52,840	2024
Cuba Study Group Inc	DC	\$246,841	Executive Director	\$170,984	\$176,034	2023
Alaskans Take A Stand	AK	\$323,150	President	\$15,000	\$16,342	2024
Bayard Rustin Center For Social Justice	NJ	\$325,629	Chief Activist	\$130,000	\$132,268	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Leadmo Action	MO	\$234,670	Executive Director	\$64,174	\$79,745	2023
El Movimiento Sigue Inc	CO	\$234,078	Director	\$5,000	\$5,625	2023
Organize Tennessee	TN	\$334,041	Executive Di	\$54,450	\$69,902	2022
50 Roses Foundation	MO	\$226,165	Executive Director	\$27,500	\$33,192	2024
Cultural Engagement Laboratory	CA	\$225,003	President (See Sched O)	\$7,565	\$7,664	2023
Sign Research Foundation	VA	\$223,203	Isa President/ceo	\$127,875	\$144,856	2023
Mississippi Faith Based Coalition For Community Renewal Inc	MS	\$222,524	Executive Director	\$55,300	\$72,259	2023
Texas Coalition To Abolish The Death Penalty	TX	\$222,344	Executive Director	\$93,150	\$106,183	2024
Black Skeptics Los Angeles	CA	\$217,917	Board Member	\$1,308	\$1,287	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 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 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 44 organizations. Compensation range \$748–\$231,540; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$283,645); for reference, expenses \$551,644 and assets \$427,602. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Ian Harrison, reported title " <i>PRESIDENT</i> ", 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.
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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	9 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 (Ian Harrison) 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 44 similarly situated organizations (Same NTEE sector (R99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,654 is reasonable (approximately the 9th 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.