

# Maine Climate Action Now

Executive Director / CEO

EIN 882891721

ME · NTEE C01

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Amy Eshoo, Executive Director / CEO** (\$63,818) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Amy Eshoo — reported title “Executive Director (MCAN)”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

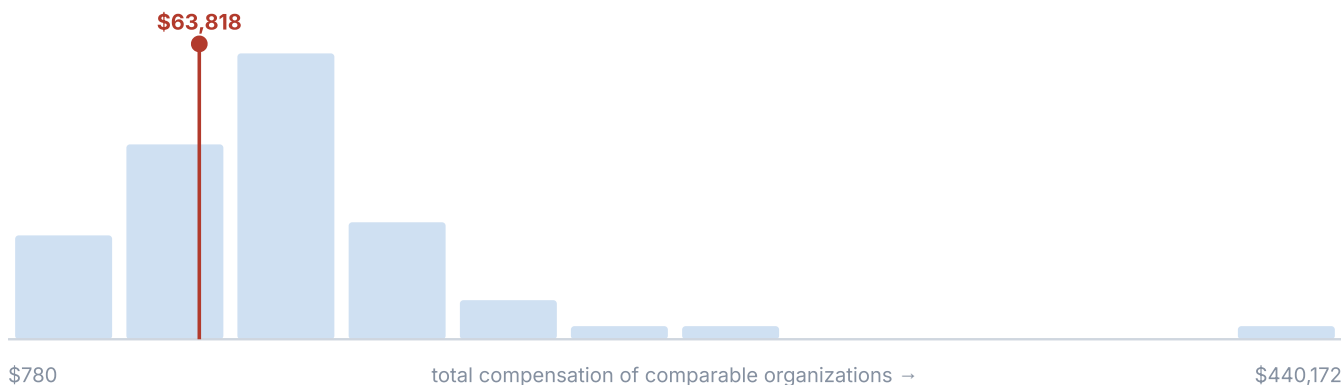
**SECTOR** Organizations sharing the subject's NTEE classification (C01).

**BUDGET** Total revenue between \$325,567 and \$728,883 — 0.67x to 1.50x the subject's \$485,922 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C01), nationwide + budget 0.67–1.5x revenue.

**60** organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,282	\$55,400	\$85,949	\$108,026	\$141,587	\$63,818
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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 ME 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="#">North Carolina Climate Justice</a>	NC	\$485,773	Co-executive Director	\$49,586	<b>\$51,167</b>	2024
<a href="#">Everglades Law Center Inc</a>	FL	\$483,835	Executive Director	\$91,258	<b>\$85,615</b>	2024
<a href="#">Energy Policy Network</a>	TX	\$490,332	Executive Dir.	\$20,125	<b>\$20,698</b>	2023
<a href="#">Recycling Association Of Minnesota</a>	MN	\$477,798	Executive Director	\$50,724	<b>\$50,054</b>	2024
<a href="#">Environmental Justice Community Action Network</a>	NC	\$475,260	Executive Director	\$95,000	<b>\$98,029</b>	2024
<a href="#">East Michigan Environmental Action</a>	MI	\$499,608	Director	\$51,653	<b>\$54,816</b>	2023
<a href="#">Cape Fear River Watch</a>	NC	\$471,332	Executive Director	\$68,855	<b>\$71,050</b>	2024
<a href="#">California Urban Forests Council</a>	CA	\$470,825	Exec Director	\$118,833	<b>\$102,475</b>	2024
<a href="#">Minnesota Environmental Partnership</a>	MN	\$464,205	Executive Director	\$154,029	<b>\$151,994</b>	2024
<a href="#">Brighter Green Inc</a>	NY	\$463,273	Executive Di	\$35,000	<b>\$32,518</b>	2023
<a href="#">Powder River Basin Resource Council</a>	WY	\$463,151	Executive Di	\$41,543	<b>\$44,425</b>	2024
<a href="#">Intersectional Environmentalist</a>	CA	\$508,909	Secretary	\$17,955	<b>\$15,483</b>	2024
<a href="#">Alabama Rivers Alliance Inc</a>	AL	\$521,285	Executive Director	\$68,000	<b>\$75,532</b>	2023
<a href="#">Roaring Fork Valley Wildfire Collaborative</a>	CO	\$448,807	Executive Director	\$90,000	<b>\$86,183</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Michigan Recycling Coalition</a>	MI	\$525,387	Executive Director	\$99,932	<b>\$103,008</b>	2024
<a href="#">Bluedot Institute Inc</a>	CA	\$445,571	Executive Director	\$74,712	<b>\$64,427</b>	2024
<a href="#">Snake River Waterkeeper Inc</a>	ID	\$444,677	Executive Dir.	\$402,446	<b>\$440,172</b>	2023
<a href="#">Rochester Ecology Partners Inc</a>	NY	\$444,273	Executive Director	\$59,112	<b>\$53,344</b>	2024
<a href="#">Blue Sky Maritime Coalition Inc</a>	TX	\$531,528	Exec Dir / Pres	\$127,250	<b>\$127,119</b>	2024
<a href="#">Alaska Wildlife Alliance</a>	AK	\$537,946	Executive Director	\$87,200	<b>\$85,715</b>	2023
<a href="#">Montana Conservation Voters</a>	MT	\$538,906	Executive Director	\$73,879	<b>\$81,879</b>	2023
<a href="#">Western Leaders Network</a>	CO	\$432,415	Executive Dir.	\$110,053	<b>\$105,386</b>	2024
<a href="#">Healthy Environment Alliance Of</a>	UT	\$539,875	Executive Di	\$101,844	<b>\$104,095</b>	2024
<a href="#">Save The Whales</a>	CA	\$542,556	Executive Dir.	\$103,166	<b>\$91,592</b>	2023
<a href="#">Fresno Stewardship Foundation</a>	CA	\$547,818	Cfo	\$45,375	<b>\$40,284</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 60 organizations. Compensation range \$780–\$440,172; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$485,922); for reference, expenses \$372,687 and assets \$358,311.

ROLE MATCH	Amy Eshoo, reported title " <i>Executive Director (MCAN)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	28 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	28 <sup>th</sup>
Reportable pay only (column D), adjusted	30 <sup>th</sup>
All sources (D + E + F), adjusted	25 <sup>th</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 (Amy Eshoo) 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 10, 2026, comparing compensation against 60 similarly situated organizations (Same NTEE sector (C01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,818 is reasonable (approximately the 28<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 10, 2026.