

The Future Of Heat Initiative Inc

Executive Director / CEO

EIN 994236866

MA · NTEE W80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael E Bloomberg, Executive Director / CEO** (\$62,500) against **every comparable organization** that fit the selection criteria — **395** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

Benchmarked executive: Michael E Bloomberg — 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 (W80).
BUDGET	Total revenue between \$292,237 and \$654,262 — 0.67x to 1.50x the subject's \$436,175 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

395 organizations qualified on sector, size, and geography → **395** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,498	\$42,757	\$81,861	\$120,928	\$166,220	\$62,500
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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
National Memorial Of Military	IL	\$436,890	Secretary	\$10,800	\$11,816	2024
Returning Veterans Project	OR	\$435,384	Executive Dir.	\$109,882	\$113,555	2024
Citizens For Local Power Inc	NY	\$435,324	Former Executive Director	\$80,000	\$80,446	2024
Alabama Postal Credit Union	AL	\$437,267	Manager/ceo	\$60,125	\$74,419	2023
California City Management Foundation	CA	\$434,938	Executive Director	\$129,394	\$128,010	2023
Browns Creek Water Co Inc	SC	\$434,394	Dir - Operat	\$58,640	\$70,089	2023
Defi Education Fund	DC	\$438,672	Ceo	\$230,477	\$231,717	2023
Michigan Credit Union Foundation	MI	\$432,747	Executive Director	\$3,029	\$3,581	2023
Saratoga Warhorse Foundation Inc	NY	\$439,809	Executive Di	\$155,357	\$160,838	2023
American Legion Walter Graham Post 332	IL	\$432,360	Manager	\$43,428	\$47,512	2024
Roslyn Vfw Home Association	PA	\$440,300	Bar Manager Board Member	\$39,600	\$45,244	2023
Government Investment Officers Association	NV	\$440,968	Executive Director	\$9,500	\$10,910	2023
Project Home Again	MA	\$441,725	President	\$85,000	\$87,511	2023
Family Business Alliance	MI	\$443,061	Director	\$17,391	\$19,976	2024
Rjiok Foundation	OK	\$429,260	President	\$91,700	\$112,366	2024
Women Winning	MN	\$428,587	Executive Director	\$160,542	\$176,531	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Operation Lifesaver Inc	CA	\$427,839	Executive Dir.	\$88,137	\$84,693	2024
Moral Compass Federation Inc	VA	\$445,112	Ceo, Vice President	\$80,659	\$86,666	2024
Maternity Bvm Credit Union	IL	\$426,649	Pres/treas	\$66,513	\$74,917	2023
Washington Dc Homeland Security	DC	\$446,271	President	\$196,000	\$197,054	2023
Neighbors United	MI	\$446,639	President	\$13,500	\$15,506	2024
Liet Harold R Cornwall Post 1298	KY	\$447,276	Quartermaster	\$6,500	\$8,001	2023
Arena Fire Board	WI	\$423,367	Fire Chief	\$2,500	\$2,905	2024
Five Frogs Inc	CT	\$423,214	Executive Director	\$86,000	\$89,732	2024
New York State Association Of Traffic	NY	\$449,202	Treasurer	\$6,338	\$6,561	2023

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.

■ Sample, role match & sensitivity

PEER COUNT 395 organizations. Compensation range \$151–\$949,459; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$436,175); for reference, expenses \$113,592 and assets \$328,958. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Michael E Bloomberg, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 41 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	36 th
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	29 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 (Michael E Bloomberg) 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 395 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,500 is reasonable (approximately the 36th 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.