

# Collaborative Earth Institute

Executive Director / CEO

EIN 874788872  
 CA · NTEE U20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Aaron Hirsh, Executive Director / CEO** (\$23,500) against **every comparable organization** that fit the selection criteria — **110** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

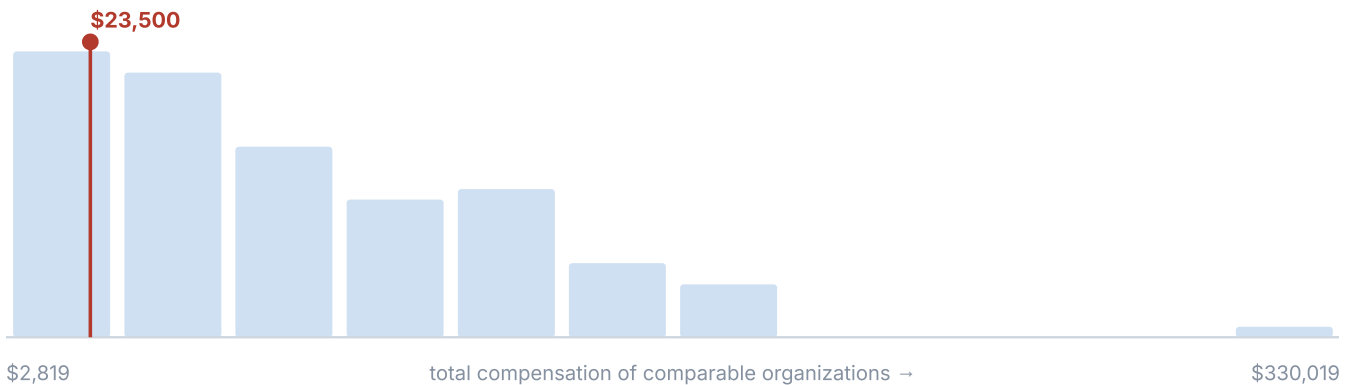
**Benchmarked executive:** Aaron Hirsh — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (U20).
BUDGET	Total revenue between \$175,227 and \$392,299 — 0.67x to 1.50x the subject's \$261,533 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

**110** organizations qualified on sector, size, and geography → **110** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,251	\$30,357	\$58,860	\$110,346	\$143,264	\$23,500
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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 CA 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="#">Us Technology Leadership Council</a>	VA	\$261,639	Director And Vp Of Operati	\$143,000	<b>\$155,311</b>	2024
<a href="#">Other Internet Research Institute</a>	NY	\$261,816	President	\$25,346	<b>\$26,524</b>	2023
<a href="#">Campersand Co</a>	NM	\$260,814	Executive Director	\$10,000	<b>\$12,098</b>	2024
<a href="#">Institute For Workforce Advancement</a>	NY	\$260,315	Director Of Finance	\$140,724	<b>\$143,039</b>	2024
<a href="#">Bible Archeology Search And Exploration Foundation</a>	CO	\$263,551	President	\$20,183	<b>\$21,769</b>	2024
<a href="#">White Dwarf Research Corporation</a>	CO	\$258,403	Executive Director	\$157,711	<b>\$170,106</b>	2024
<a href="#">Climate Law And Policy Project Inc</a>	MD	\$266,745	President/chairman	\$182,273	<b>\$191,684</b>	2024
<a href="#">Mining And Minerals Education Foundation</a>	AZ	\$267,071	Exec Director	\$40,000	<b>\$42,157</b>	2025
<a href="#">Black Girls Do Engineer Corporation</a>	TX	\$267,106	Ceo	\$54,904	<b>\$61,778</b>	2024
<a href="#">Institute For Leadership In Capital Projects</a>	TX	\$267,428	Executive Director	\$56,905	<b>\$64,029</b>	2024
<a href="#">Bluechip Ratings Inc</a>	DE	\$255,635	Director, Secretary And Treasurer	\$25,000	<b>\$28,348</b>	2023
<a href="#">California Ocean Alliance</a>	CA	\$267,850	Rotating Member Finance Director	\$17,280	<b>\$16,784</b>	2024
<a href="#">Rocks Build America Foundation</a>	VA	\$254,249	Int. Pres. & Ceo (From 10/2024)	\$59,384	<b>\$64,496</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Owner-operator Independent Drivers</a>	MO	\$254,002	Director Of Op.	\$103,395	<b>\$126,822</b>	2023
<a href="#">Assoc Of Computer Science Leagues Inc</a>	RI	\$253,725	Prezident	\$56,000	<b>\$58,844</b>	2025
<a href="#">The Soul Phone Foundation</a>	OH	\$251,286	President, Director	\$48,000	<b>\$58,876</b>	2023
<a href="#">Engineering Change Lab - Usa</a>	NE	\$251,213	President Executive Director	\$62,400	<b>\$77,724</b>	2023
<a href="#">Nebraska Coalition For Life Saving Cures</a>	NE	\$272,121	Executive Director	\$99,000	<b>\$119,775</b>	2024
<a href="#">Transparency Coalition Action Fund</a>	WA	\$250,168	Chair	\$30,000	<b>\$31,105</b>	2023
<a href="#">Cyberdrone Challenge</a>	MD	\$250,002	Treasurer	\$10,000	<b>\$10,516</b>	2024
<a href="#">Boston Groundwater Trust</a>	MA	\$273,315	Executive Director	\$126,120	<b>\$124,197</b>	2025
<a href="#">Kacyra Family Foundation</a>	CA	\$273,688	Director	\$26,407	<b>\$25,649</b>	2024
<a href="#">Cultural Heritage Imaging</a>	CA	\$249,370	President	\$48,750	<b>\$47,351</b>	2024
<a href="#">The Micropaleontology Press</a>	NY	\$247,984	Exe. Editor	\$52,000	<b>\$52,855</b>	2024
<a href="#">Acpa Foundation</a>	IL	\$277,234	President/chair	\$35,164	<b>\$38,886</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	110 organizations. Compensation range \$2,819–\$330,019; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$261,533); for reference, expenses \$170,179 and assets \$91,454.
ROLE MATCH	Aaron Hirsh, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 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	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	14 <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 (Aaron Hirsh) 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 110 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,500 is reasonable (approximately the 18<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.