

California Greenworks Inc

Executive Director / CEO

EIN 010574486
 CA · NTEE C60
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Michael Meador, Executive Director / CEO** (\$58,208) against **every comparable organization** that fit the selection criteria — **164** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

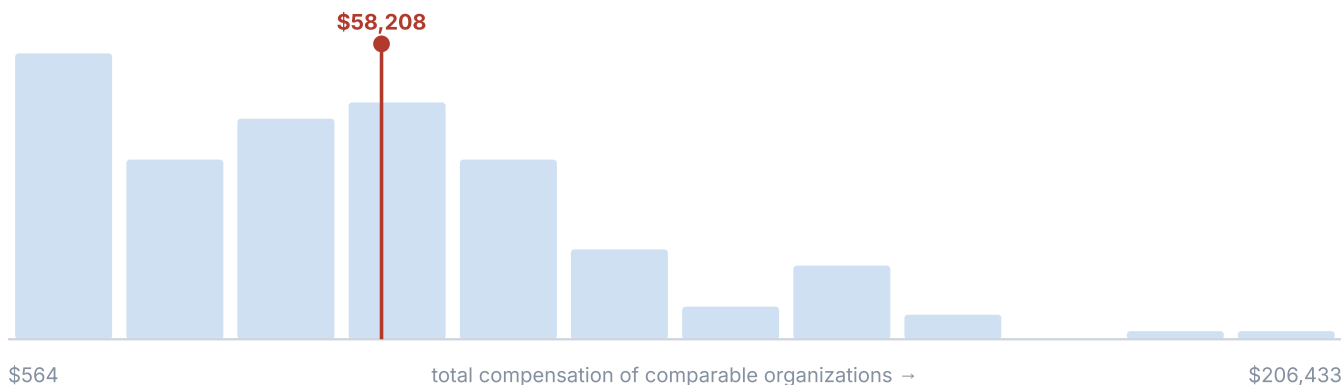
Benchmarked executive: Michael Meador — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C60).
BUDGET	Total revenue between \$81,005 and \$181,354 — 0.67x to 1.50x the subject's \$120,903 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

164 organizations qualified on sector, size, and geography → **164** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$8,357	\$21,998	\$51,329	\$74,487	\$108,374	\$58,208
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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
Lake Fork Valley Conservancy	CO	\$121,928	Executive Director	\$44,000	\$48,860	2023
Green Again Restoration	MN	\$118,318	Executive Director	\$7,882	\$9,019	2023
Killbuck Watershed Land Trust	OH	\$117,722	Executive Director	\$40,000	\$49,063	2023
Storm Drain Protection Act Inc	FL	\$124,705	Executive Di	\$79,500	\$84,008	2024
B&I Woodwaste Custodial Trust	WA	\$125,539	Trustee	\$10,408	\$10,791	2023
Jose Wejebe-spanish Fly Memorial Foundation Inc	FL	\$116,257	Executive Director	\$43,417	\$47,234	2023
Sebasticook Regional Land Trust	ME	\$115,436	Executive Director	\$41,680	\$48,333	2023
St Louis Regional Clean Cities	MO	\$126,525	Executive Di	\$79,040	\$94,167	2024
Prairie Pines Partners	NE	\$126,575	Ppp Manager	\$21,732	\$26,293	2024
Patuxent Tidewater Land Tr	MD	\$115,193	Easement Manager	\$57,250	\$60,206	2024
Drinking Water Research Foundation	VA	\$114,884	Executive Director	\$108,962	\$118,343	2024
Agassiz Audubon Society Inc	MN	\$114,610	Director	\$1,125	\$1,251	2024
Aquatic Restoration And Research Institute	AK	\$114,568	President	\$65,200	\$70,116	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thrive Conservation	CA	\$114,419	Director And Secretary	\$26,001	\$25,255	2024
Land Trust Of Bucks County	PA	\$127,400	Executive Di	\$41,637	\$48,085	2023
Jackson Hole Center For Global Affairs Inc	WY	\$114,403	President	\$100,000	\$124,009	2023
Neighborhood Collaborative Community Gardens	NJ	\$114,261	Executive Director-board Member	\$16,495	\$16,566	2024
Lake Bluff Open Lands Association	IL	\$114,225	Director, Volunteer & Natural Areas Coordinator	\$39,545	\$43,731	2024
Poudre River Trail Corridor Inc	CO	\$113,738	Executive Director	\$86,064	\$92,828	2024
Citizens For Balanced Use	MT	\$113,663	Executive Director	\$30,000	\$36,375	2024
Bear Trust International	CO	\$113,291	Executive Dir.	\$61,566	\$68,366	2023
Tellus Institute Inc	MA	\$113,181	President	\$134,992	\$136,451	2024
Kern River Conservancy	CA	\$113,172	President	\$51,440	\$49,964	2024
Watershed Restoration Coalition For The	MT	\$112,825	Secretary/bookkeeper	\$10,496	\$13,103	2023
Bronzeville Trail Task Force Inc	IL	\$112,802	Founder	\$11,900	\$13,160	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.

● Sample, role match & sensitivity

PEER COUNT	164 organizations. Compensation range \$564–\$206,433; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$120,903); for reference, expenses \$216,585 and assets \$28,290. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael Meador, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	57 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	51 st

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 Meador) 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 164 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$58,208 is reasonable (approximately the 57th 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.