

Dream Weavers Helping Dreams Become Reality

Executive Director / CEO

EIN 200296751
 CA · NTEE O50
 FY ending 2024-09-30
June 9, 2026

This analysis benchmarks the total compensation of **Steve Gonzales, Executive Director / CEO** (\$90,800) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

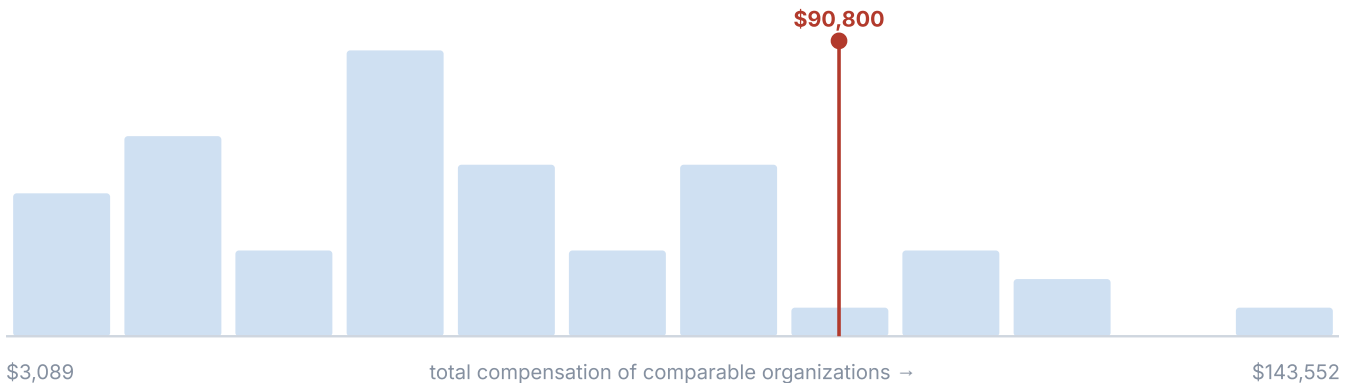
Benchmarked executive: Steve Gonzales — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$137,015 and \$306,750 — 0.67x to 1.50x the subject's \$204,500 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + CA + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,504 10TH	\$26,144 25TH	\$49,047 MEDIAN	\$76,036 75TH	\$101,278 90TH	\$90,800 THIS ORG · 87TH
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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
Servicing Every Soul	CA	\$204,289	Board Member/executive Director	\$15,600	\$15,600	2024
Black Surf Santa Cruz Inc	CA	\$202,836	President	\$85,067	\$87,580	2023
Franklin Kids	CA	\$206,402	President	\$40,500	\$41,696	2023
10-10 Academy	CA	\$207,742	Secretary	\$53,403	\$52,026	2025
Elevate Your G A M E	CA	\$200,362	Exec Director/secretary	\$67,127	\$67,127	2024
Helping Our People Eat	CA	\$210,750	Ceo	\$18,626	\$18,626	2024
805 Mustangs Llc	CA	\$211,639	President	\$72,000	\$72,000	2024
Sasc	CA	\$213,204	Secretary	\$6,575	\$6,575	2024
Student Runners Of Orange County Inc	CA	\$216,431	Executive Dir.	\$50,000	\$48,711	2025
Mission Youth Soccer League	CA	\$190,340	League Director	\$73,983	\$76,168	2023
Mountains 2 Sea	CA	\$219,066	Executive Director And Field Instructor	\$78,747	\$76,717	2025
Sunbeam Kids International	CA	\$220,055	Secretary	\$12,000	\$12,861	2022
Academy Project	CA	\$221,677	Exeuctive Director/president	\$24,709	\$24,709	2024
Restorative Resources	CA	\$222,393	Executive Dir.	\$46,600	\$46,600	2024
Girls On The Run Riverside	CA	\$224,544	Executive Director	\$65,068	\$63,391	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Latinx In Gaming Nfp	CA	\$182,491	President	\$10,459	\$10,768	2023
Joyful Child Foundation-in Memory Of Samantha Runion	CA	\$231,819	Executive Director	\$47,640	\$49,047	2023
Baseball For All Inc	CA	\$174,850	President	\$80,000	\$80,000	2024
Activediscovery Club	CA	\$174,549	Executive Director	\$60,000	\$60,000	2024
Go For Yours Foundation	CA	\$171,060	President & Ceo	\$30,000	\$30,886	2023
Accelerate Education Group	CA	\$239,395	President	\$27,600	\$27,600	2024
Sebastopol Sea Serpents	CA	\$240,202	Head Coach	\$143,552	\$143,552	2024
Nature Rangers Wilderness Programs	CA	\$243,102	Executive Director	\$46,489	\$46,489	2024
City Hearts Kids Say Yes To The	CA	\$243,926	Executive Di	\$101,250	\$101,250	2024
Student Movement Of Justice And Opportunity	CA	\$246,623	Executive Director	\$38,400	\$38,400	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 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 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 47 organizations. Compensation range \$3,089–\$143,552; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$204,500); for reference, expenses \$119,607 and assets \$118,401. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Steve Gonzales, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	87 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 (Steve Gonzales) 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 47 similarly situated organizations (Same NTEE sector (O50) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,800 is reasonable (approximately the 87th 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.