

# Hawaii Seafood Council

Executive Director / CEO

EIN 260613665

HI · NTEE C60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Kaneko, Executive Director / CEO** (\$51,000) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** John Kaneko — 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 (C60).

**BUDGET** Total revenue between \$168,671 and \$377,623 — 0.67x to 1.50x the subject's \$251,749 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

**75** organizations qualified on sector, size, and geography

→ **75** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,415

\$36,142

\$59,235

\$79,555

\$95,628

**\$51,000**



## ● 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 HI 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="#">We Are Neutral Inc</a>	FL	\$251,714	Executive Director	\$62,400	<b>\$65,475</b>	2024
<a href="#">Justme For Justus</a>	ME	\$252,348	Director	\$49,244	<b>\$55,076</b>	2024
<a href="#">Triple Bottom Line Institute Incorporated</a>	FL	\$252,750	President	\$78,517	<b>\$84,819</b>	2023
<a href="#">Gari Group Inc</a>	NY	\$250,000	President	\$9,900	<b>\$10,287</b>	2023
<a href="#">Teens Take On Climate Inc</a>	WI	\$253,820	President	\$135,499	<b>\$158,058</b>	2024
<a href="#">Growing Communities Inc</a>	CA	\$253,966	President	\$147,531	<b>\$146,493</b>	2023
<a href="#">Arctictoday</a>	AK	\$256,031	Editor In Chief, Resigned Feb 2023	\$28,846	<b>\$31,713</b>	2023
<a href="#">Sustainable Contra Costa</a>	CA	\$258,679	Ceo	\$34,425	<b>\$34,183</b>	2023
<a href="#">Shinnecock Kelp Farmers Incorporated</a>	NY	\$239,935	Board Member	\$70,868	<b>\$71,527</b>	2024
<a href="#">Willow Bend Environmental Education Center</a>	AZ	\$238,896	Ceo	\$56,991	<b>\$59,641</b>	2025
<a href="#">Isle Royale Natural History Association</a>	MI	\$267,731	Executive Director	\$49,907	<b>\$59,235</b>	2023
<a href="#">Empire Discovery Institute Inc</a>	NY	\$234,954	Interim Ceo	\$443,876	<b>\$461,234</b>	2023
<a href="#">Barnacles And Bees</a>	WA	\$232,671	Executive Director	\$40,784	<b>\$40,784</b>	2024
<a href="#">Earthreports Inc</a>	MD	\$228,798	Ceo	\$15,461	<b>\$16,622</b>	2023
<a href="#">Coral Springs Nature Center &amp;</a>	FL	\$275,781	Executive Di	\$54,082	<b>\$56,747</b>	2024
<a href="#">The Nature Of Cities</a>	NY	\$226,579	Exective Director	\$28,850	<b>\$29,978</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sjvwater</a>	CA	\$225,385	Ceo/editor	\$50,638	<b>\$50,282</b>	2023
<a href="#">Between The Rivers Nature Center</a>	ME	\$222,910	President	\$11,720	<b>\$13,108</b>	2024
<a href="#">Green Cambridge Inc</a>	MA	\$281,267	Executive Director	\$74,500	<b>\$72,848</b>	2025
<a href="#">Wisconsin Woodland Owners</a>	WI	\$218,332	Executive Di	\$82,400	<b>\$96,119</b>	2024
<a href="#">Patagonia Area Resource Alliance</a>	AZ	\$217,200	Co Chair And Mission Coordinator	\$29,466	<b>\$32,586</b>	2023
<a href="#">M3 Ministries</a>	TX	\$287,081	Board Member, Ceo	\$78,000	<b>\$89,722</b>	2023
<a href="#">Delray Beach Children's Garden Inc</a>	FL	\$215,927	President	\$39,996	<b>\$43,206</b>	2023
<a href="#">Champions Kids Camp Inc</a>	TX	\$215,477	President	\$41,460	<b>\$46,323</b>	2024
<a href="#">Prince William Conservation Alliance</a>	VA	\$289,800	Executive Dir.	\$83,376	<b>\$92,573</b>	2023

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

## ■ Sample, role match & sensitivity

**PEER COUNT** 75 organizations. Compensation range \$576–\$461,234; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$251,749); for reference, expenses \$229,741 and assets \$202,072.

**ROLE MATCH** John Kaneko, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 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	41 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	43 <sup>rd</sup>
All sources (D + E + F), adjusted	39 <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 (John Kaneko) 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 75 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,000 is reasonable (approximately the 41<sup>st</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 9, 2026.