

# The Commonwealth Coast Conference Inc

Executive Director / CEO

EIN 260776530  
 MA · NTEE B90  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Gregg Kaye, Executive Director / CEO** (\$103,000) against **every comparable organization** that fit the selection criteria — **451** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Gregg Kaye — reported title “Commissioner”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$236,173 and \$528,747 — 0.67x to 1.50x the subject's \$352,498 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**451** organizations qualified on sector, size, and geography → **451** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,719	\$37,900	\$63,786	\$88,789	\$117,974	\$103,000
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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
<a href="#">Customized Education Designs</a>	WA	\$352,700	President	\$14,900	<b>\$14,420</b>	2024
<a href="#">International Gay &amp; Lesbian Travel</a>	FL	\$351,119	President &	\$13,478	<b>\$14,090</b>	2023
<a href="#">Beyond Our Walls Inc</a>	SC	\$353,991	Executive Di	\$40,820	<b>\$46,030</b>	2024
<a href="#">Tree Top Kids</a>	MN	\$355,066	Executive Director	\$70,473	<b>\$75,268</b>	2024
<a href="#">Global Leaders Inc</a>	CO	\$355,123	Executive Director	\$16,250	<b>\$16,842</b>	2024
<a href="#">Fredericksburg Education Initiative Inc</a>	TX	\$349,439	Executive Director	\$89,034	<b>\$93,784</b>	2025
<a href="#">Community Sailing School Foundation</a>	MI	\$355,646	Ceo	\$30,000	<b>\$33,470</b>	2024
<a href="#">Teach Not Punish Family Resource Center Inc</a>	OK	\$355,767	Executive Director	\$108,353	<b>\$128,963</b>	2024
<a href="#">The Swaliga Foundation</a>	MD	\$355,997	Executive Director/vice Chair	\$70,000	<b>\$70,738</b>	2024
<a href="#">Fair Opportunity Project</a>	WI	\$356,108	Board Co-president	\$48,827	<b>\$53,698</b>	2025
<a href="#">Kentucky School Plant Mgmt Assn Inc</a>	KY	\$348,771	Executive Di	\$59,187	<b>\$68,733</b>	2024
<a href="#">Glaucoma Research And Education Group</a>	CA	\$348,575	Research Director	\$40,000	<b>\$37,334</b>	2024
<a href="#">Extended School Program Inc</a>	TN	\$348,144	Prog. Director	\$108,208	<b>\$119,773</b>	2025
<a href="#">Yes We Can World Foundation</a>	CA	\$357,183	Chief Executive Officer	\$45,000	<b>\$42,001</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nat King Cole Generation Hope Inc</a>	FL	\$347,809	Executive Director	\$80,000	<b>\$83,633</b>	2023
<a href="#">Baroque Chamber Orchestra Of Colorado</a>	CO	\$347,299	President	\$7,946	<b>\$8,023</b>	2025
<a href="#">Iskra Books</a>	WA	\$358,430	Board President	\$9,500	<b>\$9,193</b>	2024
<a href="#">Imaginarium Inc</a>	KS	\$358,444	President	\$56,875	<b>\$68,376</b>	2023
<a href="#">Apples To Zucchini Cooking School</a>	CA	\$358,656	Executive Director	\$25,040	<b>\$23,372</b>	2024
<a href="#">Community Alliance For Learning</a>	CA	\$345,986	Executive Dir.	\$57,105	<b>\$51,925</b>	2025
<a href="#">Mainstay Christian Academy</a>	PA	\$359,646	Board Member	\$34,116	<b>\$35,826</b>	2025
<a href="#">Center For Navigating Family Change Inc</a>	GA	\$359,706	Ext Director	\$50,000	<b>\$55,946</b>	2023
<a href="#">The Innovation Foundation Inc</a>	IL	\$345,070	Director	\$200,000	<b>\$212,529</b>	2024
<a href="#">Prime Factor</a>	WA	\$344,699	Lead Teacher	\$39,871	<b>\$38,584</b>	2024
<a href="#">Regional Technical Education</a>	SD	\$344,387	General Mana	\$70,438	<b>\$84,026</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT **451** organizations. Compensation range \$12–\$485,856; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$352,498); for reference, expenses \$322,331 and assets \$189,661.
ROLE MATCH	Gregg Kaye, reported title " <i>Commissioner</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	86 <sup>th</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	78 <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 (Gregg Kaye) 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 451 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,000 is reasonable (approximately the 82<sup>nd</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.