

Bikeventura

Executive Director / CEO

This analysis benchmarks the total compensation of **Pedro Barrigan, Executive Director / CEO** (\$43,108) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Pedro Barrigan — reported title "Director", 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 (C20).

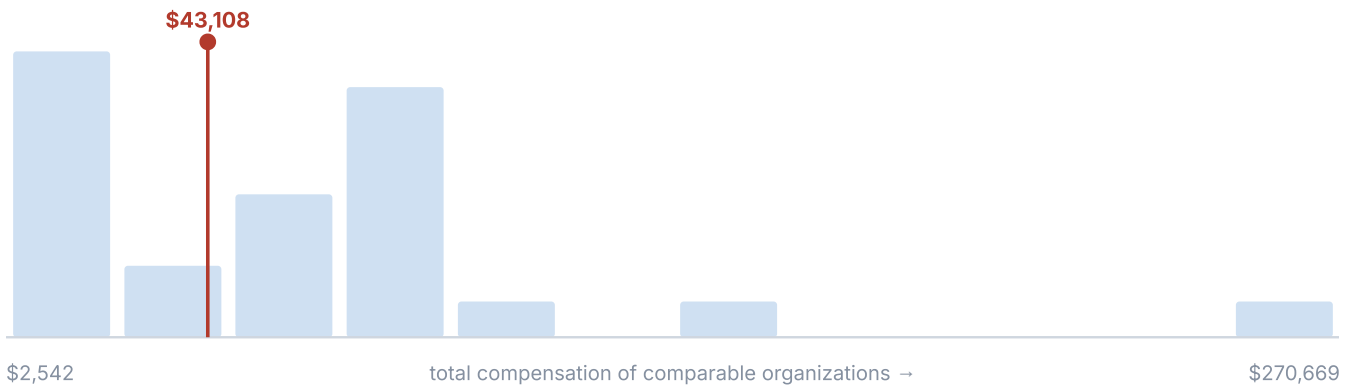
BUDGET Total revenue between \$182,522 and \$408,633 — 0.67x to 1.50x the subject's \$272,422 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C20), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,756	\$24,246	\$66,550	\$83,280	\$94,341	\$43,108
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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
Greater Indiana Clean Cities Inc	IN	\$270,798	Exec Director	\$77,426	\$97,350	2023
Local Environmental Action Demanded Agency Inc	OK	\$277,875	Executive Director	\$4,917	\$6,270	2024
Community Climate Solutions	CA	\$257,065	President And Program Manager	\$89,625	\$87,315	2025
San Bruno Mountain Watch	CA	\$256,427	Executive Dir.	\$85,293	\$85,293	2024
Friends Of Bayou Lafourche Inc	LA	\$290,045	Executive Director	\$51,458	\$67,557	2023
Tejas Roadrunners Non Profit	TX	\$247,008	Director	\$28,058	\$32,503	2024
Cottonwood Environmental Law Center Inc	MT	\$242,672	Executive Director	\$120,000	\$154,225	2023
Orleans Land Restoration Corporation	NY	\$303,646	C.e.o./c.f.o.	\$23,698	\$24,799	2024
Material Innovation Institute	CA	\$231,821	Chief Executive Officer (Thru July)	\$82,609	\$82,609	2024
Champaign County Environmental Stewards	IL	\$313,037	Executive Director	\$12,490	\$14,220	2024
Sustainable Woodstock Inc	VT	\$314,084	Executive Director	\$51,433	\$59,952	2024
Toxics Action Center Inc	MA	\$227,403	President	\$7,321	\$7,843	2023
Restore The Earth Foundation Inc	MD	\$217,709	Executive Director	\$249,996	\$270,669	2024
Western Pa Coalition For Abandoned	PA	\$330,871	Executive Di	\$73,442	\$87,321	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pacific Sound Resources Environmental	WA	\$336,662	Trustee	\$2,382	\$2,542	2023
Alliance For Nuclear Responsibility	CA	\$337,058	Executive Director	\$22,770	\$23,443	2023
Clean Air Coalition Of Western	NY	\$338,710	Executive Dir.	\$64,223	\$67,207	2024
Babb Creek Watershed Association	PA	\$342,759	Director	\$14,400	\$16,630	2024
Upper Peninsula Land Conservancy	MI	\$344,028	Interim Exec	\$20,508	\$24,514	2024
Green Sports Alliance Foundation	OR	\$188,603	Executive Director	\$65,368	\$72,377	2023
Oregon Physicians For Social	OR	\$358,036	Executive Dire	\$61,270	\$65,893	2024
Neighbors For Clean Air	OR	\$372,899	Co-executive Director	\$67,059	\$72,119	2024
Silicon Valley Youth Climate Action	CA	\$396,132	Interim Ed	\$76,000	\$76,000	2024
Sustainable Learning Inc	NY	\$404,621	Executive Director	\$44,100	\$46,149	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 **24** organizations. Compensation range \$2,542–\$270,669; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$272,422); for reference, expenses \$238,562 and assets \$110,263.
ROLE MATCH	Pedro Barrigan, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	3 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	38 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	29 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 (Pedro Barrigan) 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 24 similarly situated organizations (Same NTEE sector (C20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,108 is reasonable (approximately the 38th 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.