

# Coastal Communities Consulting Inc

Executive Director / CEO

EIN 271182312

LA · NTEE P50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sandy Ha Nguyen, Executive Director / CEO** (\$89,443) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Sandy Ha Nguyen — reported title "EXECUTIVE DIRECTORVP", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P50).

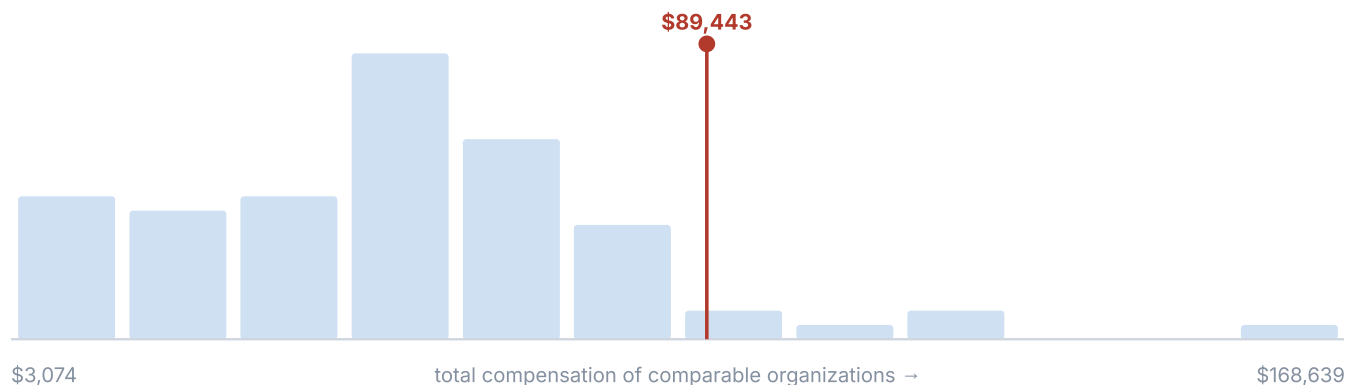
**BUDGET** Total revenue between \$223,779 and \$500,998 — 0.67x to 1.50x the subject's \$333,999 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

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

→ **77** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,484

\$35,043

\$51,083

\$65,311

\$77,622

**\$89,443**



## ● 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 LA 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="#">Oakland Catholic Worker</a>	CA	\$332,110	Director	\$48,000	<b>\$37,641</b>	2024
<a href="#">St Joseph Regional Sports Commission Inc</a>	MO	\$331,819	Executive Director	\$6,062	<b>\$5,831</b>	2024
<a href="#">Laundry Workers Center Inc</a>	NY	\$327,588	Co-director	\$70,000	<b>\$57,444</b>	2024
<a href="#">Love Inc Of Boise Community Incorporated</a>	ID	\$326,646	Executive Dir.	\$50,200	<b>\$48,497</b>	2024
<a href="#">Grace And Gratitude Sober Living</a>	FL	\$341,617	President	\$72,000	<b>\$63,241</b>	2023
<a href="#">Anointed Community Services International Inc</a>	FL	\$324,631	Ceo	\$31,836	<b>\$27,161</b>	2024
<a href="#">The Legacy Center Inc</a>	AL	\$345,033	Executive Director	\$73,256	<b>\$73,995</b>	2023
<a href="#">National Fund For Foster Children</a>	FL	\$322,825	President	\$6,000	<b>\$5,119</b>	2024
<a href="#">Hello Gorgeous Of Hope Inc</a>	IN	\$322,604	President	\$50,085	<b>\$47,966</b>	2024
<a href="#">Hope For Addiction Inc</a>	AZ	\$322,436	President	\$69,000	<b>\$60,264</b>	2024
<a href="#">Neighbours International Inc</a>	NJ	\$348,361	President	\$18,344	<b>\$14,874</b>	2024
<a href="#">Steel Magnolia Moms</a>	TX	\$316,806	President Through Jan 2024	\$70,968	<b>\$64,470</b>	2024
<a href="#">Laolam</a>	WA	\$314,367	President	\$7,200	<b>\$5,854</b>	2024
<a href="#">Wild Instincts Inc</a>	WI	\$313,288	President	\$9,750	<b>\$9,247</b>	2024
<a href="#">Families Helping Families Region 7</a>	LA	\$309,590	Executive Dir.	\$69,903	<b>\$71,968</b>	2023
<a href="#">Mothers' Milk Bank Of Mississippi</a>	MS	\$308,834	Former Executive Director	\$47,653	<b>\$49,623</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Transformed By The Word Inc</a>	NC	\$360,190	Executive Di	\$80,050	<b>\$77,334</b>	2023
<a href="#">Net Resource Foundation</a>	TN	\$307,721	Executive Director	\$31,200	<b>\$29,783</b>	2024
<a href="#">Healing And Reconciliation Institute</a>	CA	\$360,528	Interim E.d.	\$35,871	<b>\$28,961</b>	2023
<a href="#">Amac Foundation Inc</a>	FL	\$360,833	Executive Director	\$60,000	<b>\$52,700</b>	2023
<a href="#">Conestoga Valley Christian</a>	PA	\$361,071	Treasurer	\$12,960	<b>\$12,084</b>	2023
<a href="#">Beautiful You By Profile</a>	MI	\$303,333	Executive Di	\$25,532	<b>\$23,933</b>	2024
<a href="#">Transition 123 Inc</a>	MI	\$298,973	Executive Dir.	\$103,903	<b>\$100,272</b>	2023
<a href="#">Wabanaki Womens Coalition Inc</a>	ME	\$296,796	Executive Director	\$83,419	<b>\$75,859</b>	2024
<a href="#">Steps To Tomorrow</a>	CA	\$294,840	Exec Director	\$67,700	<b>\$51,721</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	77 organizations. Compensation range \$3,074–\$168,639; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$333,999); for reference, expenses \$395,616 and assets \$462,058.
ROLE MATCH	Sandy Ha Nguyen, reported title "EXECUTIVE DIRECTORVP", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	87 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (Sandy Ha Nguyen) 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 77 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,443 is reasonable (approximately the 94<sup>th</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.