

South Bay Clean Creeks Coalition

Executive Director / CEO

EIN 473700555

CA · NTEE C30

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Steve Holmes, Executive Director / CEO** (\$104,058) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (C30).

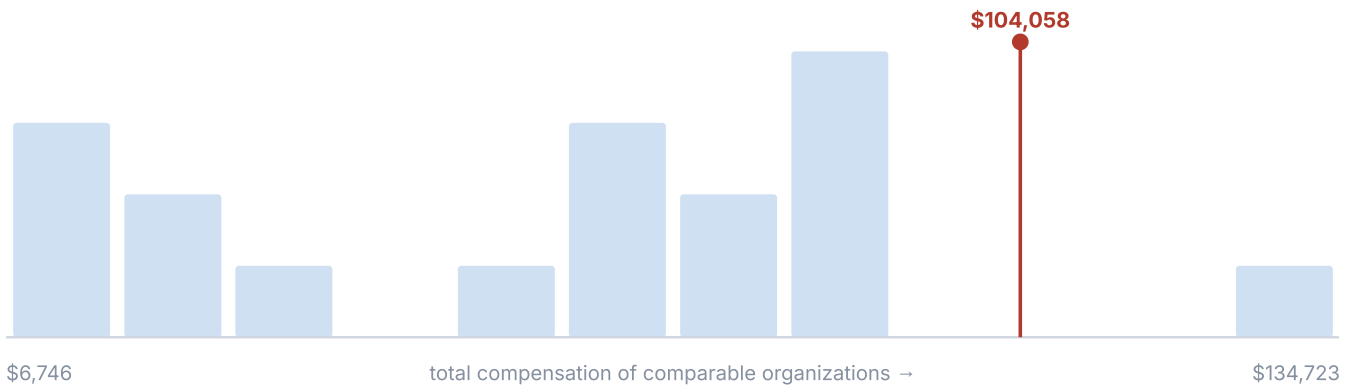
BUDGET Total revenue between \$203,834 and \$456,345 — 0.67x to 1.50x the subject's \$304,230 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C30) + CA + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,252	\$27,221	\$67,866	\$82,772	\$86,392	\$104,058
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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
Sugi Foundation	CA	\$299,320	Excfo	\$68,000	\$69,799	2024
Sunflower Star Laboratory	CA	\$299,106	Project Mgr.	\$26,085	\$26,775	2024
Santa Barbara Audubon Society	CA	\$322,002	Executive Dir.	\$67,866	\$67,866	2025
Project Regeneration	CA	\$279,043	Executive Director	\$131,250	\$134,723	2024
The Go Green Initiative Association	CA	\$343,699	Founder And Ceo	\$85,000	\$87,249	2024
Friends Of Huddart & Wunderlich Parks	CA	\$260,144	Program Director	\$75,000	\$75,000	2025
Coast Ridge Community Forest	CA	\$258,775	Executive Dir.	\$16,465	\$17,400	2023
Water Climate Trust	CA	\$256,351	Executive Director	\$81,000	\$85,599	2023
City Grazing	CA	\$353,251	Executive Director	\$11,721	\$12,031	2024
Sierra County Land Trust	CA	\$241,176	Secretary/tr	\$36,000	\$36,953	2024
Eel River Recovery Project Inc	CA	\$368,368	Board Chair	\$78,325	\$82,772	2023
Ocean Futures Society Inc	CA	\$384,635	President	\$81,210	\$85,821	2023
The River Project	CA	\$220,622	President	\$6,384	\$6,746	2023
Monterey Audubon Society	CA	\$208,868	Executive Director	\$27,221	\$27,221	2025
Baduwa't Watershed Council	CA	\$426,600	Board President	\$55,370	\$55,370	2025
Forests Forever Inc	CA	\$431,470	Ex Dir. & Secre	\$79,070	\$81,162	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Carbon Underground	CA	\$435,291	Director, Strategic Partnerships	\$59,547	\$65,508	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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	17 organizations. Compensation range \$6,746–\$134,723; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$304,230); for reference, expenses \$305,828 and assets \$629,225.
ROLE MATCH	Steve Holmes, reported title " <i>Exec. Director</i> ", 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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	94 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 Holmes) 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 17 similarly situated organizations (Same NTEE sector (C30) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$104,058 is reasonable (approximately the 94th 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.