

# Micronesia Climate Change Alliance Inc

Executive Director / CEO

EIN 660909128  
 GU · NTEE P99  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Christian D San Nicolas, Executive Director / CEO** (\$28,000) against **every comparable organization** that fit the selection criteria — **193** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Christian D San Nicolas — reported title “Director of Administrative Affairs”, 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 (P99).
BUDGET	Total revenue between \$305,956 and \$684,976 — 0.67x to 1.50x the subject's \$456,651 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**193** organizations qualified on sector, size, and geography → **193** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,145	\$39,536	\$64,940	\$83,740	\$114,615	\$28,000
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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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Payee Services Inc</a>	WI	\$457,007	President	\$2,463	<b>\$2,392</b>	2024
<a href="#">Stand In Peace International</a>	CA	\$459,834	Ceo	\$93,000	<b>\$93,000</b>	2023
<a href="#">United Steelworkers Union Local 13-12</a>	LA	\$453,386	Business Manager	\$79,897	<b>\$77,605</b>	2024
<a href="#">The Unforgettables Foundation</a>	CA	\$452,164	President & Ceo	\$84,072	<b>\$81,660</b>	2024
<a href="#">Lawrence Ltd</a>	MA	\$461,183	Vp	\$96,600	<b>\$96,600</b>	2023
<a href="#">Children's Advocacy Center Of Erie</a>	PA	\$461,530	Executive Di	\$71,813	<b>\$69,753</b>	2024
<a href="#">A Touch Of Understanding</a>	CA	\$461,630	Executive Dire	\$63,407	<b>\$63,407</b>	2023
<a href="#">Ally S Wish Inc</a>	TX	\$450,435	President	\$112,000	<b>\$108,787</b>	2024
<a href="#">Penfield Hope Inc</a>	NY	\$449,331	Secretary	\$41,310	<b>\$41,310</b>	2023
<a href="#">Compassionate Sharing Inc</a>	OK	\$464,459	Director	\$31,500	<b>\$31,500</b>	2023
<a href="#">Kings Daughters Ministry</a>	NC	\$464,639	President Founder	\$12,000	<b>\$12,000</b>	2023
<a href="#">Ignis Community Inc - Sunyang Hana</a>	TX	\$464,774	Us Operations Manager & Secretary	\$23,671	<b>\$22,992</b>	2024
<a href="#">The Dawson Community Empowerment Corporation</a>	GA	\$466,722	President	\$18,000	<b>\$18,000</b>	2023
<a href="#">Project Sweet Peas</a>	RI	\$469,835	Executive Dir.	\$35,000	<b>\$33,996</b>	2024
<a href="#">Loudoun Cares</a>	VA	\$443,401	Executive Di	\$72,333	<b>\$72,333</b>	2023
<a href="#">Revive &amp; Thrive Project</a>	MI	\$471,002	Executive Director	\$78,000	<b>\$75,762</b>	2024
<a href="#">Hope Diamond Services Inc</a>	GA	\$472,606	Director	\$15,060	<b>\$15,060</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Homeless Angels</a>	MI	\$472,709	Director	\$22,432	<b>\$21,788</b>	2024
<a href="#">Taunton Community Access &amp; Media Inc</a>	MA	\$440,530	President	\$9,000	<b>\$8,742</b>	2024
<a href="#">Random Acts Of Flowers Indianapolis Inc</a>	IN	\$440,376	Executive Director	\$75,420	<b>\$71,368</b>	2025
<a href="#">John Hobson Ministries Inc</a>	KY	\$473,480	President	\$88,200	<b>\$85,670</b>	2024
<a href="#">Lend A Hand Foundation</a>	CA	\$473,847	Executive Dir.	\$62,330	<b>\$60,542</b>	2024
<a href="#">Three Rivers Commons Inc</a>	PA	\$438,483	President & Ceo	\$5,667	<b>\$5,504</b>	2024
<a href="#">City Lights Ministry</a>	NC	\$476,444	President	\$39,520	<b>\$39,520</b>	2023
<a href="#">Compassionate Care Management Inc</a>	OH	\$436,756	President	\$56,400	<b>\$54,782</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT	<b>193</b> organizations. Compensation range \$813–\$556,029; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$456,651); for reference, expenses \$321,217 and assets \$369,276.
ROLE MATCH	Christian D San Nicolas, reported title " <i>Director of Administrative Affairs</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	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	21 <sup>st</sup>
All sources (D + E + F), adjusted	15 <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 (Christian D San Nicolas) 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 193 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,000 is reasonable (approximately the 18<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.