

# Main Street Martinez Inc DbA

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kara Klotchman, Executive Director / CEO** (\$110,907) 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 **83<sup>rd</sup>** percentile of comparable organizations within the typical range

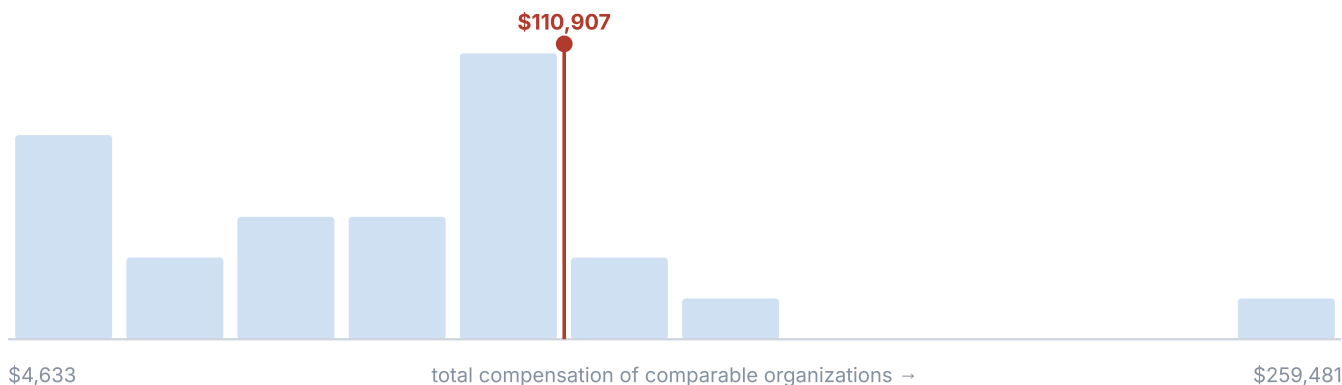
**Benchmarked executive:** Kara Klotchman — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$244,615 and \$547,647 — 0.67x to 1.50x the subject's \$365,098 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20) + CA + 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



\$18,548	\$40,594	\$80,778	\$105,058	\$122,873	\$110,907
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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
<a href="#">Shasta Living Streets</a>	CA	\$367,637	Executive Director	\$104,867	<b>\$102,164</b>	2025
<a href="#">Streets Are For Everyone</a>	CA	\$406,388	Executive Dir.	\$27,375	<b>\$27,375</b>	2024
<a href="#">Uptown Partnership Incorporated</a>	CA	\$323,144	Executive Director	\$95,434	<b>\$98,253</b>	2023
<a href="#">The Orinda Association</a>	CA	\$321,844	Secretary	\$17,125	<b>\$17,125</b>	2024
<a href="#">New Birth Community Development</a>	CA	\$411,445	Board President, Executive Director	\$22,155	<b>\$22,809</b>	2023
<a href="#">Livermore Downtown Inc</a>	CA	\$308,752	Executive Director	\$105,232	<b>\$105,232</b>	2024
<a href="#">Canoga Park Improvement Association</a>	CA	\$299,192	Exc. Dir.	\$57,200	<b>\$58,890</b>	2023
<a href="#">Integrative Communities Inc</a>	CA	\$449,798	—	\$72,572	<b>\$72,572</b>	2024
<a href="#">The High Point Community Development Cor</a>	CA	\$277,109	Executive Dir.	\$79,700	<b>\$79,700</b>	2024
<a href="#">Next Step Learning Center Inc</a>	CA	\$453,357	Board President	\$150,000	<b>\$150,000</b>	2024
<a href="#">Community Action Team-california Inc</a>	CA	\$273,760	Chief Executive Officer	\$105,000	<b>\$105,000</b>	2024
<a href="#">San Ysidro Improvement Corporation</a>	CA	\$456,534	Executive Director	\$115,074	<b>\$118,473</b>	2023
<a href="#">New Season Community Development Corp</a>	CA	\$273,020	Director	\$45,000	<b>\$45,000</b>	2024
<a href="#">Urban University</a>	CA	\$271,812	Executive Director	\$64,896	<b>\$63,223</b>	2025
<a href="#">Sonoma County Black Forum</a>	CA	\$258,567	Co-sec/treasure	\$17,069	<b>\$17,069</b>	2024
<a href="#">River Valley Community Outreach Center</a>	CA	\$256,621	President	\$121,180	<b>\$124,759</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lifeline Community Development Corporation Of Merced County</a>	CA	\$255,931	Executive Director	\$4,500	<b>\$4,633</b>	2023
<a href="#">Bolinas Community Inc</a>	CA	\$248,817	Secretary	\$21,868	<b>\$21,868</b>	2024
<a href="#">Downtown Ontario Improvement Association</a>	CA	\$481,784	Executive Director	\$94,516	<b>\$94,516</b>	2024
<a href="#">Los Angeles River Revitalization</a>	CA	\$502,791	Executive Director	\$259,481	<b>\$259,481</b>	2024
<a href="#">Interfaith Outreach Of Carmel</a>	CA	\$522,513	Executive Di	\$107,292	<b>\$107,292</b>	2024
<a href="#">Studio City Improvement Association</a>	CA	\$528,388	Executive Dir.	\$81,856	<b>\$81,856</b>	2024
<a href="#">Open Heart Leaders</a>	CA	\$528,493	Chief Executive Officer	\$61,360	<b>\$61,360</b>	2024
<a href="#">Mujeres De La Tierra</a>	CA	\$538,399	Ceo	\$98,526	<b>\$98,526</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 24 organizations. Compensation range \$4,633–\$259,481; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$365,098); for reference, expenses \$273,825 and assets \$419,888.

**ROLE MATCH** Kara Klotchman, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**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	83 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (Kara Klotchman) 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 (S20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,907 is reasonable (approximately the 83<sup>rd</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.