

# Santa Clara County Realtors

Executive Director / CEO

EIN 770252014  
 CA · NTEE O40Z  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Neil Collins, Executive Director / CEO** (\$16,959) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27<sup>th</sup>** percentile of comparable organizations within the typical range

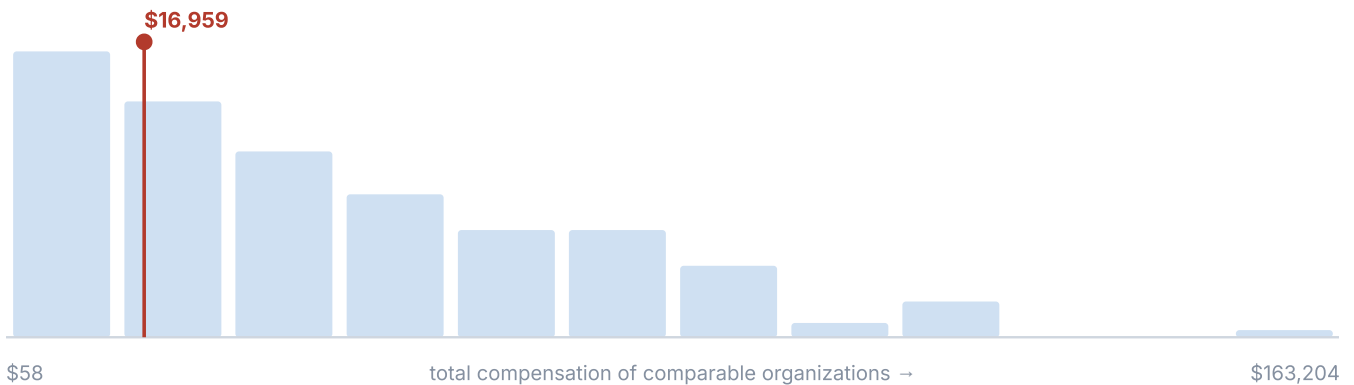
**Benchmarked executive:** Neil Collins — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

|           |  |
|-----------|--|
| SECTOR    | Organizations sharing the subject's NTEE classification (O40Z).  |
| BUDGET    | Total revenue between \$76,553 and \$171,388 — 0.67x to 1.50x the subject's \$114,259 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.  |

**167** organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|         |          |          |          |          |                 |
|---------|----------|----------|----------|----------|-----------------|
| \$4,295 | \$14,280 | \$32,454 | \$60,197 | \$83,178 | <b>\$16,959</b> |
|---------|----------|----------|----------|----------|-----------------|



## ■ 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="#">Hidalgo Community Development Corporation</a>    | CA    | \$114,469 | Executive Director     | \$37,513        | <b>\$37,513</b>  | 2023 |
| <a href="#">Virginia Association For Health Pe And Dance</a> | VA    | \$114,837 | Exec Dir               | \$22,500        | <b>\$24,437</b>  | 2024 |
| <a href="#">Boys Club &amp; Girls Club Of Bridgeport Inc</a> | CT    | \$115,057 | Executive Director     | \$49,037        | <b>\$51,718</b>  | 2024 |
| <a href="#">Fishermenz Group Inc</a>                         | GA    | \$113,372 | Ceo                    | \$50            | <b>\$58</b>      | 2023 |
| <a href="#">Knights Of Heroes Foundation</a>                 | CO    | \$115,578 | Fundraising Director   | \$11,500        | <b>\$12,404</b>  | 2024 |
| <a href="#">Fddoc Winners' Circle Inc</a>                    | LA    | \$112,714 | Project Dire           | \$7,600         | <b>\$9,692</b>   | 2023 |
| <a href="#">Portal Houston Inc</a>                           | TX    | \$115,890 | President              | \$50,000        | <b>\$65,125</b>  | 2021 |
| <a href="#">Lost Coast Camp</a>                              | CA    | \$115,989 | Executive Director     | \$1,000         | <b>\$1,000</b>   | 2023 |
| <a href="#">Providence Road Outreach Mission</a>             | LA    | \$112,148 | Program Director       | \$53,444        | <b>\$66,197</b>  | 2024 |
| <a href="#">Yo Art Inc</a>                                   | SC    | \$111,567 | Executive Director     | \$31,875        | <b>\$38,510</b>  | 2023 |
| <a href="#">The Reel Foundation</a>                          | UT    | \$111,549 | Director/secretary/ceo | \$88,080        | <b>\$101,403</b> | 2024 |
| <a href="#">Nw Youth Power Early Learning</a>                | GA    | \$116,990 | Employee               | \$37,800        | <b>\$42,753</b>  | 2024 |
| <a href="#">Girls On The Run Of Northeast Tn Inc</a>         | TN    | \$117,344 | Executive Director     | \$27,500        | <b>\$32,515</b>  | 2024 |
| <a href="#">The Austin Boys And Girls Club</a>               | TX    | \$110,990 | Director Thru May'23   | \$7,505         | <b>\$8,694</b>   | 2023 |
| <a href="#">The Parent Help Center Inc</a>                   | FL    | \$110,838 | Ceo                    | \$65,000        | <b>\$68,686</b>  | 2024 |

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE             | COMP (REPORTED) | COMP (ADJUSTED) | FY   |
|---|-------|-----------|---------------------------|-----------------|-----------------|------|
| <a href="#">Sociedad Real Estate Holdings Inc</a>       | MA    | \$110,637 | Clerk/ Executive Director | \$29,200        | <b>\$29,515</b> | 2024 |
| <a href="#">Kool Boiz Foundation</a>                    | OH    | \$118,075 | President                 | \$41,760        | <b>\$49,753</b> | 2024 |
| <a href="#">Saginaw S T E M</a>                         | MI    | \$110,368 | President                 | \$52,000        | <b>\$62,157</b> | 2023 |
| <a href="#">Marin Council Boy Scout Trust Fund No 2</a> | CA    | \$110,096 | Executive Dir.            | \$13,236        | <b>\$12,856</b> | 2024 |
| <a href="#">Michigan State University</a>               | MI    | \$118,569 | Executive Treasurer       | \$599           | <b>\$696</b>    | 2024 |
| <a href="#">Replay Outreach Inc</a>                     | FL    | \$108,681 | Director Of               | \$55,000        | <b>\$58,119</b> | 2024 |
| <a href="#">Adelante Youth Alliance</a>                 | CA    | \$107,878 | Executive Dir.            | \$79,375        | <b>\$79,375</b> | 2023 |
| <a href="#">Center For Anthroposophical Endeavors</a>   | WA    | \$121,208 | Executive Director        | \$36,000        | <b>\$36,255</b> | 2024 |
| <a href="#">Sheriffs Youth Project</a>                  | MN    | \$107,096 | Gmblg Mgr-board           | \$9,600         | <b>\$10,671</b> | 2024 |
| <a href="#">Arizona Kids Think Too</a>                  | AZ    | \$122,515 | Executive Dir.            | \$83,016        | <b>\$89,806</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 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. 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** 167 organizations. Compensation range \$58–\$163,204; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$114,259); for reference, expenses \$195,954 and assets \$261,119. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

|                 |  |
|-----------------|--|
| ROLE MATCH      | Neil Collins, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.                     |
| RELATED-ORG PAY | 15 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 | 27 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 29 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 0 <sup>th</sup>    |
| All sources (D + E + F), adjusted   | 98 <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 (Neil Collins) 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 167 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,959 is reasonable (approximately the 27<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.