

Bellingham Seafeast

Executive Director / CEO

EIN 811297222

WA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kevin Coleman, Executive Director / CEO** (\$72,600) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

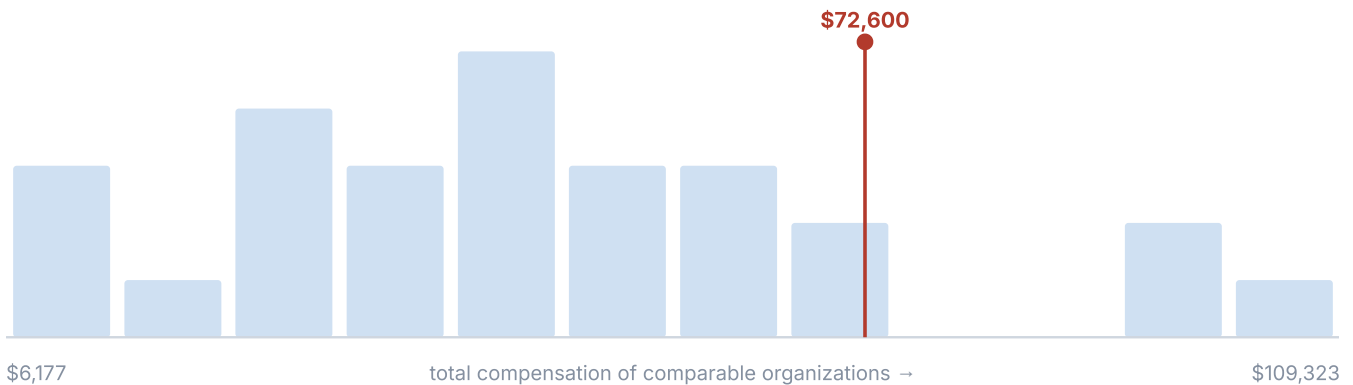
Benchmarked executive: Kevin Coleman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$167,620 and \$375,270 — 0.67x to 1.50x the subject's \$250,180 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + WA + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,834	\$25,867	\$46,844	\$59,018	\$77,761	\$72,600
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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 WA 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
Adaptive And Inclusive Movement Initiative	WA	\$246,292	Program Director	\$33,633	\$33,633	2024
African Young Dreamers Empowerment Program Intl	WA	\$245,049	Director	\$45,000	\$46,329	2023
Pdx Saints Love	WA	\$245,032	Executive Dir.	\$48,000	\$49,418	2023
Wishing Well Foundation	WA	\$240,450	Executive Director	\$50,000	\$50,000	2024
Seniors Creating Art	WA	\$261,138	Executive Director	\$36,958	\$36,958	2024
Bainbridge Island Special Needs	WA	\$233,396	Executive Dir.	\$58,735	\$58,735	2024
Kaleidoscope Community Services Inc	WA	\$267,220	Executive Dir.	\$23,577	\$23,577	2024
World Impact Network	WA	\$269,209	Executive Dir.	\$97,500	\$97,500	2024
Compassion Washington	WA	\$269,399	Executive Dir.	\$36,000	\$37,063	2023
Jean Kim Foundation For Homeless Education	WA	\$228,556	Secretary	\$12,600	\$14,585	2021
Mineral Lake Lions Foundation	WA	\$281,503	Vice President	\$6,000	\$6,177	2023
Foundation For Multicultural Solutions	WA	\$292,882	Executive Director	\$51,738	\$53,266	2023
Ministries Of Pastoral Care Inc	WA	\$200,458	President	\$43,116	\$43,116	2024
The Hoff Foundation	WA	\$301,991	Executive Director	\$45,500	\$46,844	2023
Washington African American Chamber Of Commerce	WA	\$197,951	Ceo Founder	\$10,500	\$10,810	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
One Eighty Foundation	WA	\$305,081	Executive Director	\$106,187	\$109,323	2023
Nest Mission	WA	\$187,316	Director	\$20,000	\$20,000	2024
Big Homie Ministries International	WA	\$315,083	Executive Director	\$67,475	\$67,475	2024
Catholic Charities Foundation 61885016	WA	\$318,166	Executive Director	\$26,446	\$26,446	2024
Crisis Clinic Of Thurston & Mason	WA	\$182,022	Executive Director	\$66,000	\$67,949	2023
Hilltop Urban Gardens	WA	\$320,448	Board Member	\$61,294	\$61,294	2024
Serve Ethiopians Washington	WA	\$332,658	Executive Director	\$92,480	\$92,480	2024
Pybus Market Charitable Foundation	WA	\$355,327	Gm/executive Director	\$25,002	\$25,002	2024
Olympia Family Theater	WA	\$356,395	Executive Director	\$47,500	\$47,500	2024
Deconstructing The Mental Health System	WA	\$365,640	President & Ceo	\$24,562	\$25,287	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 27 organizations. Compensation range \$6,177–\$109,323; filing years 2021–2024.

SIZE BASIS Matched on total revenue (\$250,180); for reference, expenses \$251,901 and assets \$27,647.

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

RELATED-ORG PAY 2 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	81 st

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 (Kevin Coleman) 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 27 similarly situated organizations (Same NTEE sector (P20) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,600 is reasonable (approximately the 89th 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.