

Community Cycles Of California Inc

Executive Director / CEO

EIN 822949587

CA · NTEE S21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Collin Bruce, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

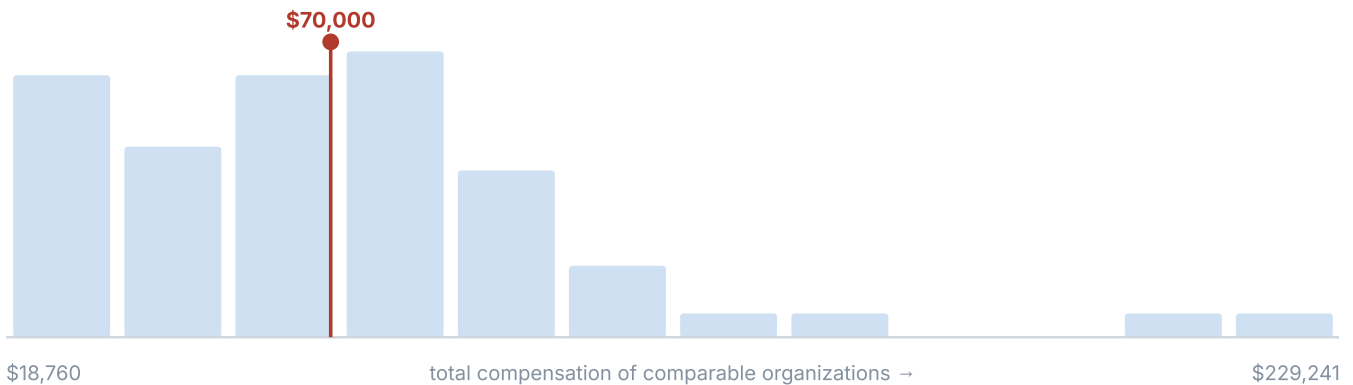
Benchmarked executive: Collin Bruce — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S21).
BUDGET	Total revenue between \$180,134 and \$403,287 — 0.67x to 1.50x the subject's \$268,858 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S21), nationwide + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,369	\$48,913	\$68,958	\$88,399	\$112,771	\$70,000
----------	----------	----------	----------	-----------	----------



■ 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
Interchurch Coalition For Action Reconciliation And Empowerment	FL	\$269,014	Lead Organizer/ Ed	\$69,415	\$73,351	2024
Board Of Latino Legislative Leaders	TX	\$272,300	Executive Director	\$63,000	\$70,888	2024
The Society For Psychedelic Outreach	CO	\$264,266	Chair	\$42,800	\$49,476	2022
South Texan's Property Rights	TX	\$280,821	Executive Di	\$55,000	\$61,886	2024
Gateway Eitc Community Coalition	MO	\$256,128	Executive Director	\$72,450	\$84,092	2025
Payne-phalen Community Council	MN	\$255,498	Executive Director	\$129,930	\$148,680	2023
Strategic Justice Initiatives Inc	FL	\$283,125	Executive Director	\$216,938	\$229,241	2024
El Puente Hispano	NC	\$254,498	Executive Director	\$20,293	\$22,978	2025
Community Action Council Of Crow	MN	\$253,081	Executive Di	\$62,000	\$68,911	2024
Nehda Inc	NY	\$288,305	Executive Director	\$53,298	\$52,778	2025
Pregnancy Outreach Clinic Of	MT	\$248,866	Executive Di	\$36,806	\$44,628	2024
New Impact	WA	\$247,260	Senior Product Manager	\$140,400	\$141,395	2024
Watkins Glen Promotions Inc	NY	\$245,999	Executive Director	\$52,490	\$54,929	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Forever Elmwood Corporation	NY	\$244,931	Executive Director	\$33,000	\$33,542	2024
Multiply Goodness	ID	\$293,898	Director	\$40,833	\$50,304	2023
Citizens For A Loring Park Community	MN	\$243,591	Executive Director	\$80,582	\$92,211	2023
Friends Of The Columbia River Gateway	WA	\$242,402	Store Manager	\$37,099	\$38,465	2023
Squirrel Hill Urban Coalition	PA	\$241,719	Executive Dir.	\$52,800	\$60,977	2023
Citizens Of Louisville Organized And United Together Inc	KY	\$241,396	Lead Organizer	\$67,904	\$84,486	2023
District 2 Community Council	MN	\$296,580	Executive Director	\$64,480	\$71,668	2024
Pinnacle Of Purpose Inc	KY	\$298,910	Ceo	\$28,084	\$33,939	2024
Washington State Coalition Of African	WA	\$299,240	Executive Director	\$29,200	\$29,407	2024
Inspire Wisconsin Inc	WI	\$237,754	Executive Di	\$83,487	\$98,077	2024
Sheridan Service Center	MT	\$233,421	Director	\$54,080	\$63,882	2025
Upper Manhattan Together Inc	NY	\$307,486	Lead Organizer	\$91,538	\$93,044	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.

● Sample, role match & sensitivity

PEER COUNT 56 organizations. Compensation range \$18,760–\$229,241; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$268,858); for reference, expenses \$242,299 and assets \$108,393.
ROLE MATCH	Collin Bruce, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	52 nd
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	48 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 (Collin Bruce) 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 56 similarly situated organizations (Same NTEE sector (S21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 52nd 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.