PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Regenerative Education Centers Inc

Executive Director / CEO

EIN **824555166**
HI · NTEE C27
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Edward Garcia, Executive Director / CEO** ($39,800) against **every comparable organization** that fit the selection criteria — **469** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

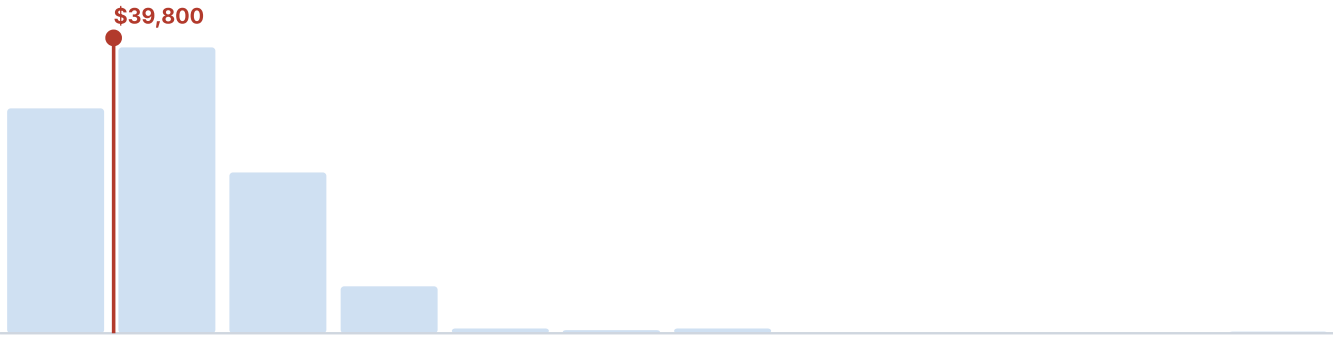
> **Benchmarked executive:** Edward Garcia — reported title “PRES/EXECUTI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C27).
BUDGET	Total revenue between $136,495 and $305,587 — 0.67× to 1.50× the subject's $203,725 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue.

469 organizations qualified on sector, size, and geography → **469** within the band form the benchmarked peer set.

Distribution of comparable compensation



$560 total compensation of comparable organizations → $461,234

$11,562	$32,586	$59,235	$82,784	$110,244	$39,800

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 HI 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
Downwinders At Risk Education Fund	TX	$203,759	Executive Dir.	$43,750	**$48,881**	2024
St Louis River Alliance	MN	$203,974	Executive Director	$71,817	**$81,602**	2023
The Parks Foundation Of Hendricks County	IN	$203,414	Executive Director	$49,777	**$58,631**	2024
The Charles Koiner Center For Urban Farming Incorporated	MD	$204,075	Executive Director	$34,992	**$36,540**	2024
Friends Of The Amargosa Basin	CA	$203,322	Executive Dir.	$64,480	**$62,189**	2024
Tejon Ranch Conservancy	CA	$202,988	President & Ceo	$65,663	**$65,201**	2023
Keep Rockland Beautiful Inc	NY	$202,946	Executive Director	$61,506	**$62,078**	2024
One Earth Conservation	NY	$202,605	Vice President & Secretary	$22,982	**$23,196**	2024
San Leandro 2050	CA	$202,590	Ceo	$8,000	**$7,943**	2023
Overland Expo Foundation Incorporated	IN	$202,559	Executive Director	$32,000	**$37,692**	2024
Ballard Family Nature Center Inc	IL	$204,991	Co-director	$34,670	**$39,195**	2023
The Hourglass Foundation	PA	$205,053	Executive Di	$82,708	**$92,124**	2024
San Miguel Conservation Foundation	CO	$205,222	Executive Di	$40,800	**$44,988**	2023
Restoring The Lake Depths	NV	$205,234	Executive Dir.	$69,856	**$78,210**	2024
Huneebee Project Inc	CT	$202,026	Executive Director	$59,616	**$64,277**	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Er'-nerr' Land Fund	CA	$202,000	Chair	$11,185	**$10,788**	2024
Katawba Valley Land Trust	SC	$205,614	Executive Di	$84,000	**$97,880**	2024
Coastal Shores Inc	VA	$205,828	President	$42,769	**$46,124**	2024
Environmental Education Council Of Oh In	OH	$205,932	Executive Director	$56,255	**$68,516**	2023
Wisconsin Bear Hunters Association Inc	WI	$206,383	President	$6,000	**$6,999**	2024
American Environmental Health Studies Pr	VT	$206,502	Director	$75,000	**$84,317**	2024
The Intertwine Alliance Foundation	OR	$206,864	Co-director	$96,453	**$100,046**	2024
Cayuga Lake Watershed Network Inc	NY	$206,879	Executive Director	$73,320	**$76,188**	2023
Blue Mountains Forest Partners	OR	$206,916	Executive Dir.	$77,700	**$80,594**	2024
Warrick Parks & Trails Foundation Inc	IN	$200,387	Executive Director	$49,292	**$59,775**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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	**469** organizations. Compensation range $560–$461,234; filing years 2020–2025.
SIZE BASIS	Matched on total revenue ($203,725); for reference, expenses $360,162 and assets $315,717. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Edward Garcia, reported title *"PRES/EXECUTI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	**31st**
Total compensation (D + F), as reported (no adjustments)	**34th**
Reportable pay only (column D), adjusted	**32nd**
All sources (D + E + F), adjusted	**29th**

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 (Edward Garcia) 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 469 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $39,800 is reasonable (approximately the 31st 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.