

Coastal Bend Air Quality Partnership

Executive Director / CEO

EIN 872567353
 TX · NTEE C99
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Sharon Bailey Murphy, Executive Director / CEO** (\$118,429) 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 **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

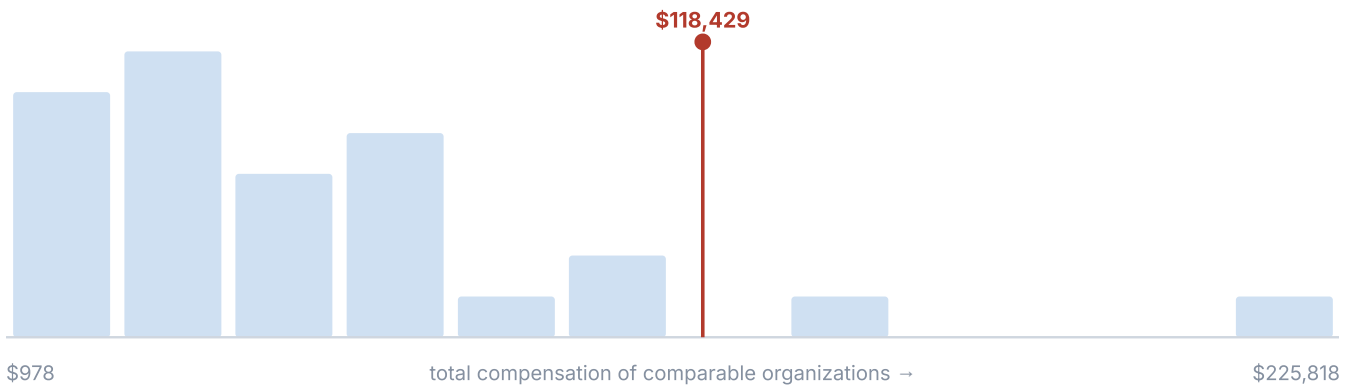
Benchmarked executive: Sharon Bailey Murphy — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C99).
BUDGET	Total revenue between \$116,580 and \$261,000 — 0.67x to 1.50x the subject's \$174,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C99), nationwide + 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



\$6,746	\$23,088	\$40,513	\$71,585	\$101,075	\$118,429
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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 TX 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
Friends Of The Tualatin River National Wildlife Refuge	OR	\$177,564	Executive Director	\$62,820	\$58,320	2024
Crawford Stewardship Project Ltd	WI	\$179,146	Treasurer	\$7,358	\$7,909	2023
Cape Coral Remade Inc	FL	\$167,283	Board Secretary	\$1,041	\$978	2024
Friends Of Wilmington Parks	DE	\$194,460	Executive Director	\$45,000	\$44,048	2024
Fair Future Movement Inc	WI	\$199,436	Executive Director	\$30,291	\$32,559	2023
Source Of Synergy Foundation Inc	NY	\$145,796	President	\$44,996	\$40,647	2024
Ballard Family Nature Center Inc	IL	\$204,991	Co-director	\$34,670	\$35,080	2023
American Environmental Health Studies Pr	VT	\$206,502	Director	\$75,000	\$75,466	2024
Cyclists Of Gitchee Gumees Shores	MN	\$141,113	Executive Director	\$52,500	\$51,860	2024
Gorge Rebuild-it Community Project	OR	\$209,834	Vice Chair Executive Director	\$76,500	\$69,189	2025
The Firefly Gathering Inc	NC	\$211,169	Executive Director	\$24,805	\$26,379	2023
Assoc Of Us Delegates To The Gulf Of	ME	\$216,510	Executive Director & Council	\$73,905	\$73,981	2024
Crooks Conservation & Gun Club Inc	SD	\$130,966	Director	\$2,345	\$2,521	2025
Rewild Long Island Inc	NY	\$220,764	Director	\$5,536	\$5,001	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mississippi Lower Delta Partnership	MS	\$222,010	Coordinator	\$66,790	\$76,561	2023
Apis Arborea	CA	\$223,552	President	\$67,670	\$60,141	2023
Cultiva International Inc	UT	\$225,527	President	\$36,000	\$37,921	2023
Green Again Restoration	MN	\$118,318	Executive Director	\$7,882	\$8,016	2023
Mo Hives Kc	MO	\$230,471	Executive Director	\$34,900	\$36,953	2024
The Ike Foundation	NJ	\$235,402	Trustee	\$253,000	\$225,818	2024
Sovereign Energy	NM	\$238,491	Executive Director	\$11,538	\$12,773	2023
Eastrail Partners	WA	\$240,542	Executive Director	\$118,483	\$109,178	2023
Natural Streams Foundation Inc	PA	\$242,875	President And Ceo	\$35,069	\$34,961	2024
Otsego County Economic Alliance Inc	MI	\$243,519	Executive Director	\$90,060	\$95,673	2023
Ecological Options Network	CA	\$244,731	President	\$22,934	\$19,797	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 \$978–\$225,818; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$174,000); for reference, expenses \$248,363 and assets \$297,594. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Sharon Bailey Murphy, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	93 rd
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	93 rd

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 (Sharon Bailey Murphy) 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 10, 2026, comparing compensation against 27 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$118,429 is reasonable (approximately the 93rd 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 10, 2026.