

Ocean Futures Society Inc

Executive Director / CEO

EIN 954455199
 CA · NTEE C30Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jean Michel Cousteau, Executive Director / CEO** (\$81,210) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

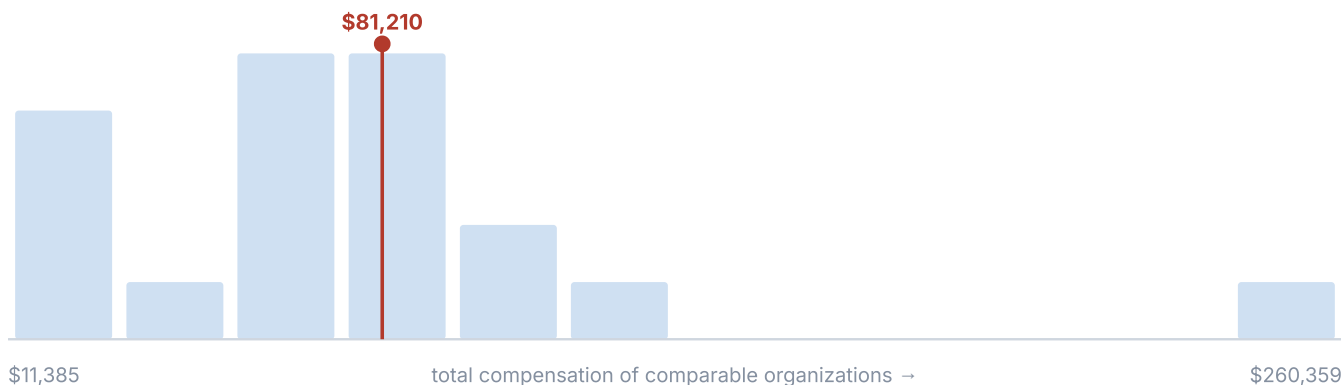
Benchmarked executive: Jean Michel Cousteau — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30Z).
BUDGET	Total revenue between \$257,705 and \$576,952 — 0.67x to 1.50x the subject's \$384,635 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30) + CA + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,563	\$57,192	\$70,970	\$92,285	\$111,911	\$81,210
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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 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
Eel River Recovery Project Inc	CA	\$368,368	Board Chair	\$78,325	\$78,325	2023
City Grazing	CA	\$353,251	Executive Director	\$11,721	\$11,385	2024
The Go Green Initiative Association	CA	\$343,699	Founder And Ceo	\$85,000	\$82,561	2024
Baduwa't Watershed Council	CA	\$426,600	Board President	\$55,370	\$52,395	2025
Forests Forever Inc	CA	\$431,470	Ex Dir. & Secre	\$79,070	\$76,801	2024
Carbon Underground	CA	\$435,291	Director, Strategic Partnerships	\$59,547	\$61,988	2022
Santa Barbara Audubon Society	CA	\$322,002	Executive Dir.	\$67,866	\$64,220	2025
Native American Environmental	CA	\$458,322	Executive Dir.	\$69,450	\$67,457	2024
South Bay Clean Creeks Coalition	CA	\$304,230	Exec. Director	\$104,058	\$98,467	2025
Sugi Foundation	CA	\$299,320	Excfo	\$68,000	\$66,049	2024
Sunflower Star Laboratory	CA	\$299,106	Project Mgr.	\$26,085	\$25,337	2024
Buena Vista Audubon Society	CA	\$482,988	Executive Dir.	\$95,729	\$90,586	2025
Project Regeneration	CA	\$279,043	Executive Director	\$131,250	\$127,484	2024
Rescape California	CA	\$499,139	Executive Dir.	\$96,760	\$93,984	2024
Friends Of Huddart & Wunderlich Parks	CA	\$260,144	Program Director	\$75,000	\$70,970	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Coast Ridge Community Forest	CA	\$258,775	Executive Dir.	\$16,465	\$16,465	2023
The Earth Organization	CA	\$516,561	Senior Geohydrolog	\$268,049	\$260,359	2024
Coastside Land Trust	CA	\$535,050	Ed Until June	\$108,018	\$108,018	2023
True Nature Society	CA	\$546,821	Executive Dir.	\$28,703	\$27,880	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 19 organizations. Compensation range \$11,385–\$260,359; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$384,635); for reference, expenses \$486,639 and assets \$1,933,795.

ROLE MATCH Jean Michel Cousteau, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	63rd
Total compensation (D + F), as reported (no adjustments)	63rd
Reportable pay only (column D), adjusted	53rd

All sources (D + E + F), adjusted

63rd

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 (Jean Michel Cousteau) 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 19 similarly situated organizations (Same NTEE sector (C30) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,210 is reasonable (approximately the 63rd 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.