

Coast Community College District Foundation

Executive Director / CEO

EIN 956095802

CA · NTEE B41

FY ending 2023-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Erik Fallis, Executive Director / CEO** (\$51,983) against **every comparable organization** that fit the selection criteria — **1279** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Erik Fallis — 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 (B41).
BUDGET	Total revenue between \$105,250 and \$235,635 — 0.67x to 1.50x the subject's \$157,090 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

1,279 organizations qualified on sector, size, and geography → **1,279** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,178 10TH	\$21,283 25TH	\$43,078 MEDIAN	\$68,006 75TH	\$98,385 90TH	\$51,983 THIS ORG · 61ST
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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
Shippensburg Area School District	PA	\$156,958	Executive Di	\$55,385	\$63,963	2023
Creating Positive Relationships Inc	IN	\$157,232	Executive Director	\$52,428	\$60,588	2025
Beyond Limits Therapeutic Riding Inc	GA	\$156,947	Executive Director	\$25,000	\$28,276	2024
Northwest Ohio Educational	OH	\$156,939	Executive Director	\$39,000	\$45,267	2025
Brown Public Library	VT	\$157,280	Library Director	\$59,105	\$66,918	2024
Streams In The Wasteland Christian	UT	\$157,356	Director	\$75,000	\$88,895	2023
Native Health In Native Hands	CA	\$157,393	President	\$31,800	\$31,800	2023
Ucef Fund Inc	NY	\$157,427	Executive Director	\$6,500	\$6,607	2024
The Vta Memorial Foundation	AZ	\$157,458	Officer	\$6,000	\$6,682	2023
Microfinance Opportunities	MA	\$156,708	Executive Director	\$1,000	\$1,041	2023
Opportunity Rising Foundation	TX	\$156,694	President	\$13,191	\$14,843	2024
Acec California	CA	\$156,675	Executive Dir.	\$62,876	\$61,072	2024
German Lagueage School Of Naper	IL	\$156,641	Chair Of The B	\$26,920	\$29,770	2024
Ufcw Inland Empire Charity Foundation	CA	\$157,556	President	\$15,895	\$15,439	2024
Our Dyslexic Children Inc	OH	\$156,599	President	\$10,000	\$12,266	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dallas Cooperative Preschool	TX	\$156,560	President	\$14,942	\$16,812	2024
Iowa Civil Justice Foundation	IA	\$157,676	Executive Director	\$122,488	\$150,861	2024
Way Coffee Co	MI	\$157,749	Executive Di	\$28,221	\$31,921	2025
School Mindfulness Project	PA	\$156,248	Founder/ceo	\$54,545	\$62,992	2023
Foundation For Culinary Arts	IL	\$158,050	Executive Director	\$164,667	\$182,099	2024
California Farm Bureau Scholarship	CA	\$158,082	Former Secretary & Treasurer	\$47,198	\$45,844	2024
Academic Coaching Services Acs Foundation	NV	\$156,000	Executive Director	\$79,500	\$89,638	2024
Satvatove Institute Inc	FL	\$158,205	Executive Di	\$83,160	\$90,472	2023
Creative Adventuresinc	MD	\$158,252	Creative Director	\$70,000	\$73,614	2024
Icpi Foundation For Education And	VA	\$155,870	President & Ceo	\$19,964	\$22,323	2023

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	1279 organizations. Compensation range \$1–\$496,366; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$157,090); for reference, expenses \$139,342 and assets \$501,764.
ROLE MATCH	Erik Fallis, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	204 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	49 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	61 st
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	90 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 (Erik Fallis) 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 13, 2026, comparing compensation against 1279 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,983 is reasonable (approximately the 61st 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 13, 2026.