

New Mexico Appleseed

Executive Director / CEO

EIN 204985257
 NM · NTEE S20
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jennifer A Ramo, Executive Director / CEO** (\$151,740) against **every comparable organization** that fit the selection criteria — **300** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 100th percentile of comparable organizations above the 90th percentile — board review recommended

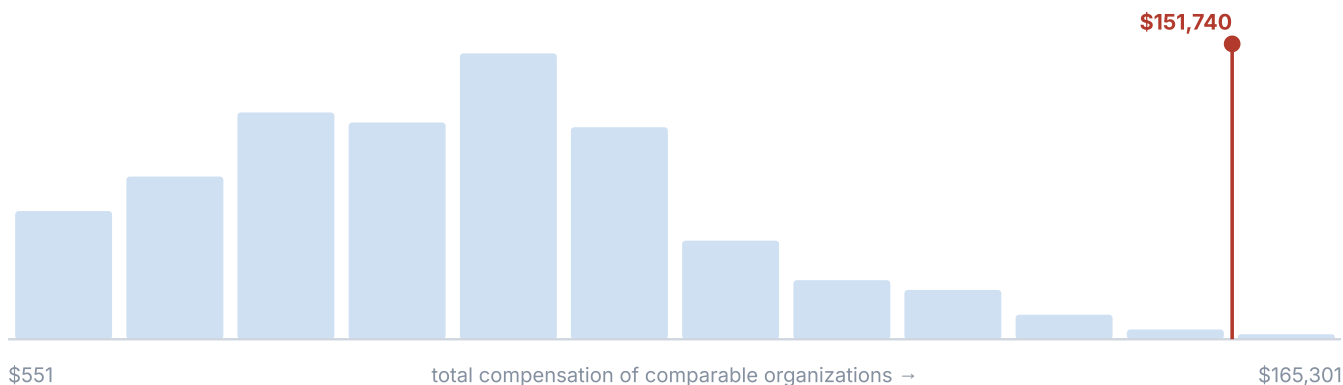
Benchmarked executive: Jennifer A Ramo — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$190,304 and \$426,055 — 0.67x to 1.50x the subject's \$284,037 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

300 organizations qualified on sector, size, and geography → **300** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,107	\$32,555	\$55,778	\$73,506	\$96,539	\$151,740
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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 NM 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
Sheppard Military Affairs Committee	TX	\$284,060	President	\$90,000	\$79,207	2025
Producir Inc Una Corp De Desarrollo Comunal Y Econ Para Cubuy Y Lomas	PR	\$283,505	Ceo	\$54,445	\$52,883	2024
The Montague Street District Management	NY	\$284,926	Executive Direc	\$61,285	\$50,012	2024
Batavia Mainstreet	IL	\$282,717	Executive Dir.	\$67,083	\$61,318	2023
North Capital Main Street	DC	\$285,374	Executive Director	\$48,182	\$39,311	2023
Visions America Cdc	MD	\$282,496	President	\$33,664	\$28,422	2024
Haverford Partnership For Economic	PA	\$282,424	Executive Di	\$46,453	\$43,070	2023
Partners For Livable Omaha	NE	\$286,715	Executive Director	\$69,383	\$67,392	2024
Connect Waukegan Nfp	IL	\$287,155	Executive Dir.	\$119,550	\$106,140	2024
Ken-rock Community Center Inc	IL	\$287,423	President & Ceo	\$64,820	\$59,249	2023
Main Street Gettysburg Inc	PA	\$287,455	President	\$80,822	\$72,786	2024
Elyria Community Partnership	OH	\$280,473	Executive Director	\$79,276	\$75,828	2024
Allston Village Main Streets Inc	MA	\$280,379	Executive Director	\$83,200	\$65,778	2025
Erie Together	PA	\$280,307	Executive Director	\$94,000	\$82,473	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
West Bank Business Association	MN	\$288,979	Executive Director	\$30,808	\$28,303	2023
One In A Million Inc	IL	\$289,444	President	\$36,656	\$33,506	2023
Shaker Heights Development Corporation	OH	\$290,507	Executive Director	\$89,719	\$85,816	2024
The High Point Community Development Cor	CA	\$277,109	Executive Dir.	\$79,700	\$62,150	2024
Good Counsel Cooperative	CO	\$276,718	President/ex	\$32,083	\$27,782	2024
Foundation For Body Mind & Spirit	TX	\$292,958	President/ceo	\$35,219	\$31,816	2024
Experience The Heart Of	IN	\$293,906	Executive Di	\$42,250	\$41,425	2023
Moravia Park Community Development Corporation	MD	\$294,013	President	\$24,440	\$21,244	2023
Community Action Team-california Inc	CA	\$273,760	Chief Executive Officer	\$105,000	\$81,880	2024
New Season Community Development Corp	CA	\$273,020	Director	\$45,000	\$35,091	2024
Tooley Comm Development Group Inc	FL	\$296,089	Chairman	\$70,000	\$61,140	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 **300** organizations. Compensation range \$551–\$165,301; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$284,037); for reference, expenses \$772,236 and assets \$1,483,416. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jennifer A Ramo, reported title "EXECUTIVE DI", 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	5 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	100 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	96 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 (Jennifer A Ramo) 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 300 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$151,740 is reasonable (approximately the 100th 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.