

Pennsylvania Statewide Independent

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Matthew R Seeley Esq, Executive Director / CEO** (\$100,159) against **every comparable organization** that fit the selection criteria — **196** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Matthew R Seeley Esq — 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 (P99).
BUDGET	Total revenue between \$267,926 and \$599,835 — 0.67x to 1.50x the subject's \$399,890 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

196 organizations qualified on sector, size, and geography → **196** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,694	\$35,688	\$63,676	\$84,282	\$111,940	\$100,159
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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 PA 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
Outrageous Love Inc	OK	\$400,675	President	\$56,008	\$61,843	2024
Us Land Conservancy Inc	LA	\$400,927	President	\$70,000	\$77,293	2024
Live Healthy Havana Inc	FL	\$398,768	Program Manager	\$64,750	\$60,996	2024
Regenerate Your Authentic	FL	\$401,571	Director/pre	\$37,500	\$35,326	2024
Rising Lights Project	IL	\$402,832	Executive Director	\$60,000	\$59,151	2024
Hands On New Orleans	LA	\$403,111	Executive Director	\$82,878	\$91,513	2024
Maine Veterans Project	ME	\$396,627	President	\$21,000	\$21,087	2024
Second Day Impact Inc	MA	\$396,467	Executive Director	\$81,519	\$73,458	2024
Central Urban Development Inc	OK	\$394,390	Executive Di	\$60,545	\$66,853	2024
Awareness Into Domestic Abuse	CA	\$405,838	Executive Director	\$3,125	\$2,706	2024
St Vincent Depaul Society Of Kiel Inc	WI	\$393,111	Store Manager	\$45,454	\$47,602	2024
Impact Compassion Center	WA	\$406,858	Executive Dir.	\$81,081	\$72,794	2024
Love Inc Of The Cedar Valley	IA	\$392,779	Executive Director	\$54,000	\$59,291	2024
San Pedro Recovery Alliance	CA	\$407,250	Executive Director	\$71,021	\$61,497	2024
Kitka Inc	CA	\$390,469	Ex Dir Trustee Kitka Member	\$82,741	\$71,645	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Womens Society Of Cyberjutsu	VA	\$390,038	Ceo, Founding Board Member, Security	\$18,000	\$17,428	2024
Standupgirlcom Foundation Inc	OR	\$410,718	Executive Dir.	\$88,972	\$85,301	2023
God's Pantry Ministry	CO	\$411,267	Board Member	\$3,900	\$3,750	2024
Lifenet Inc	NJ	\$388,499	Executive Director	\$128,709	\$118,639	2023
Integrated Renewal	WA	\$388,472	Director	\$140,519	\$126,157	2024
Jia Missions	VA	\$412,236	President	\$9,600	\$9,295	2024
Olohana Inc	HI	\$412,566	Executive Di	\$58,234	\$52,282	2024
Women And Youth Center Inc	FL	\$413,600	Executive Di	\$44,146	\$41,587	2024
Paraklesis Inc	MI	\$386,137	Executive Director	\$57,444	\$59,456	2024
Redeemed Foundation Inc	GA	\$414,067	Director	\$83,413	\$84,103	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 196 organizations. Compensation range \$758–\$554,262; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$399,890); for reference, expenses \$369,470 and assets \$140,098.

ROLE MATCH Matthew R Seeley Esq, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	86 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	82 nd

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 (Matthew R Seeley Esq) 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 196 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,159 is reasonable (approximately the 86th 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.