

Seeds Of Faith Inc

Executive Director / CEO

EIN 261306172

NH · NTEE P60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Theresa Tozier, Executive Director / CEO** (\$56,000) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

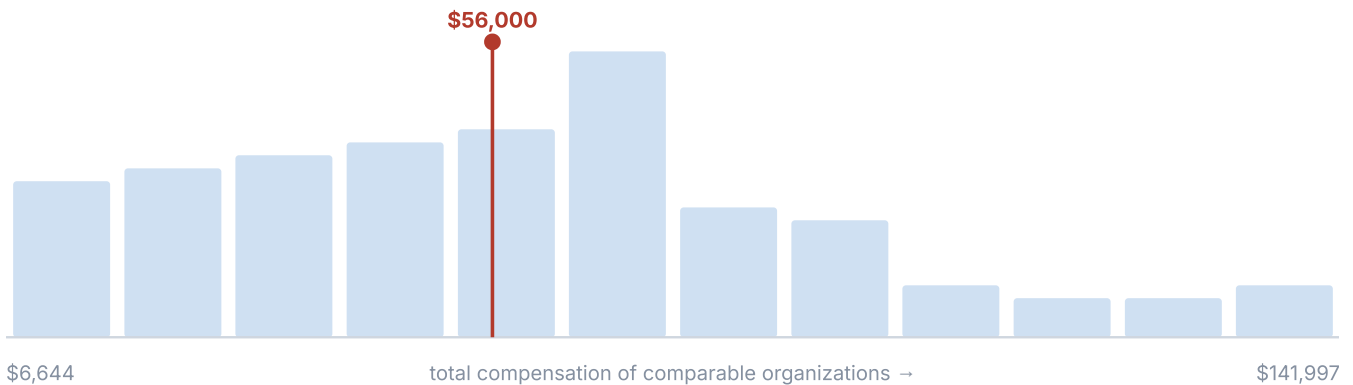
Benchmarked executive: Theresa Tozier — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$323,555 and \$724,378 — 0.67x to 1.50x the subject's \$482,919 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

125 organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,603	\$32,885	\$58,406	\$75,545	\$97,947	\$56,000
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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 NH 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
Families For Families	NJ	\$480,510	Executive Director	\$50,000	\$49,775	2023
805 Undocufund	CA	\$487,066	Executive Director	\$19,091	\$18,381	2023
Kaitlyns Kloset Mn	MN	\$478,302	Executive Director	\$7,394	\$8,146	2023
God's Outreach Madison County Food	KY	\$488,610	President &	\$48,757	\$58,406	2023
The Grateful Garment Project	CA	\$488,990	Executive Director	\$69,750	\$67,154	2023
Powder River Energy Corporationfoundation Inc	WY	\$476,784	Executive Director	\$47,617	\$55,221	2024
Family Promise Of Fulton	GA	\$475,665	Executive Director	\$87,736	\$95,539	2024
The Michael E Thornton Foundation	TX	\$475,602	Vice President	\$77,000	\$83,417	2024
Family Promise Of Harrisburg	PA	\$495,313	Executive Di	\$65,197	\$70,413	2024
Fenton Center Of Hope	MI	\$470,277	Co-director	\$75,400	\$84,285	2024
Compassion And Love Compasion Y Amor Community Development Corporation	FL	\$496,087	President	\$24,000	\$25,139	2023
Mustard Seed Furniture Bank Of Fort	IN	\$496,220	Executive Di	\$81,131	\$92,658	2024
Assisting The Community Together	PA	\$496,264	Executive Di	\$42,120	\$44,317	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Herrin House Of Hope	IL	\$498,258	Executive Dir.	\$52,424	\$55,816	2024
Friends Of Down Syndrome	TX	\$499,966	Interim Executive Director June-dec	\$29,400	\$31,850	2024
Welcoming Home	CA	\$465,368	Treasurer	\$22,501	\$21,042	2024
Pdx Diaper Bank	OR	\$464,235	Executive Director	\$44,280	\$44,534	2024
Christian Information & Service Center	TX	\$502,614	Executive Director	\$58,500	\$63,375	2024
South Milwaukee Human Concerns Inc	WI	\$502,658	Executive Director	\$73,290	\$82,894	2024
Good Neighbor Emergency Assistance Inc	IA	\$462,999	Executive Director	\$41,023	\$48,646	2024
The Hpa Hope Foundation	TX	\$504,993	Vice President	\$40,174	\$43,522	2024
Literacy Volunteers Of Somerset County	NJ	\$458,723	Executive Director	\$88,250	\$83,133	2025
Light Of Hope Inc	NY	\$508,197	Adviser	\$22,000	\$22,166	2023
Lutheran Community Services Inc	OH	\$510,967	Executive Dir.	\$29,630	\$33,987	2024
Coopersville Cares	MI	\$453,398	Director	\$12,022	\$13,439	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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	125 organizations. Compensation range \$6,644–\$141,997; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$482,919); for reference, expenses \$603,254 and assets \$1,180,230.
ROLE MATCH	Theresa Tozier, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	47 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	45 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 (Theresa Tozier) 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 125 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,000 is reasonable (approximately the 47th 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.