

The Greenhouse

Executive Director / CEO

EIN 300116551

CA · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Heather Haight, Executive Director / CEO** (\$59,913) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

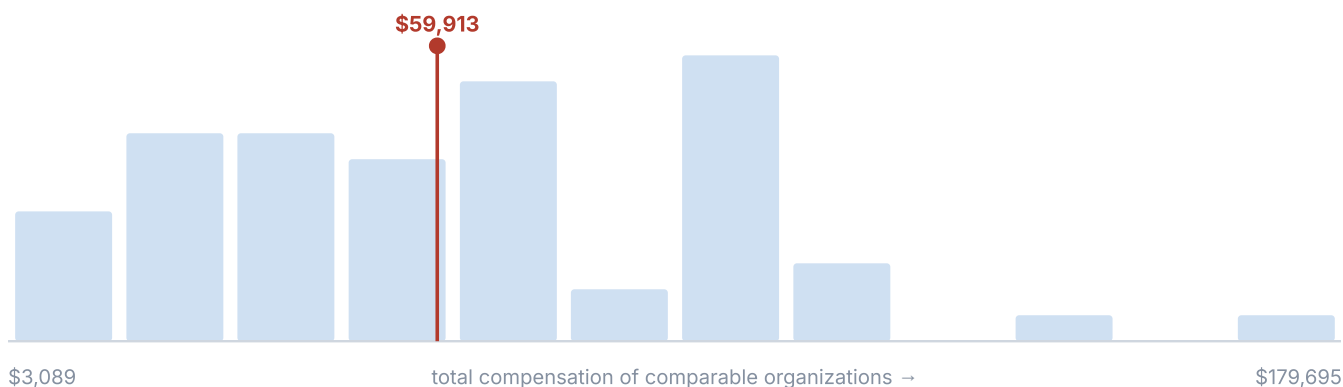
Benchmarked executive: Heather Haight — reported title “Executive Director (March to present)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

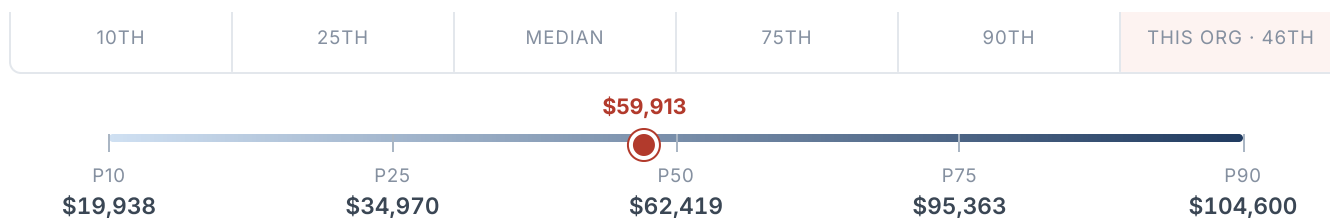
SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$233,348 and \$522,421 — 0.67x to 1.50x the subject's \$348,281 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + CA + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,938	\$34,970	\$62,419	\$95,363	\$104,600	\$59,913
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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
Sola Robotics	CA	\$347,696	Executive Director	\$57,960	\$57,960	2024
Srd-straightening Reins Foundation	CA	\$346,745	Director	\$35,256	\$35,256	2024
Ourtism	CA	\$343,806	Founder	\$30,414	\$31,312	2023
Santa Clara Diving Club	CA	\$343,321	Head Coach	\$95,150	\$95,150	2024
Santa Barbara School Of Squash	CA	\$342,875	Executive Director	\$106,670	\$106,670	2024
Truly Reviving Our Youth	CA	\$353,693	Director & President (Cvo)	\$95,212	\$98,024	2023
East Los Angeles Boys And Girls Club	CA	\$342,376	Executive Director	\$67,320	\$69,308	2023
Levon Ishtoyan Foundation	CA	\$342,158	Treasurer	\$28,000	\$28,827	2023
Fostering Youth Independence	CA	\$335,766	Treasurer	\$62,000	\$63,831	2023
Encampment For Citizenship	CA	\$367,995	Executive Director	\$67,560	\$67,560	2024
Aguas Sagradas Inc	CA	\$368,466	Director	\$63,700	\$65,582	2023
African American Chamber Of San Joaquin Foundation	CA	\$371,277	Ceo/director	\$69,805	\$69,805	2024
Icanhelp	CA	\$375,849	Ceo	\$86,667	\$86,667	2024
The Village Nation Inc	CA	\$378,833	Founder/ceo	\$23,990	\$23,990	2024
Kollab Youth	CA	\$379,747	Ceo	\$179,695	\$179,695	2024
We Lead Ours	CA	\$313,210	Ceo	\$34,112	\$34,112	2024
Drawbridge	CA	\$309,553	Executive Dir.	\$102,999	\$102,999	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Blue Heart Foundation	CA	\$309,138	Vice President	\$11,711	\$11,711	2024
Reach Bridge Extended Learning Programs Inc	CA	\$388,230	President	\$93,400	\$93,400	2024
Football For Her Inc	CA	\$393,827	Executive Di	\$52,491	\$52,491	2024
Focusfish Inc	CA	\$296,355	Executive Dir.	\$73,963	\$76,148	2023
New Hope Community Development	CA	\$295,653	Executive Dir.	\$16,000	\$16,473	2023
Im A Movement Not A Monument	CA	\$294,495	Ceo	\$19,875	\$19,875	2024
The Axiom Project Inc	CA	\$290,761	Executive Dir.	\$53,406	\$53,406	2024
Sacred Rok	CA	\$289,602	Executive Dir.	\$43,000	\$44,270	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 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 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	56 organizations. Compensation range \$3,089–\$179,695; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$348,281); for reference, expenses \$421,583 and assets \$451,368.
ROLE MATCH	Heather Haight, reported title " <i>Executive Director (March to present)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	46 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	46 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 (Heather Haight) 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 56 similarly situated organizations (Same NTEE sector (O50) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,913 is reasonable (approximately the 46th 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.