

Northwest Hub

Executive Director / CEO

This analysis benchmarks the total compensation of **Kirk A Seyfert, Executive Director / CEO** (\$55,502) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Kirk A Seyfert — 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 (W99).

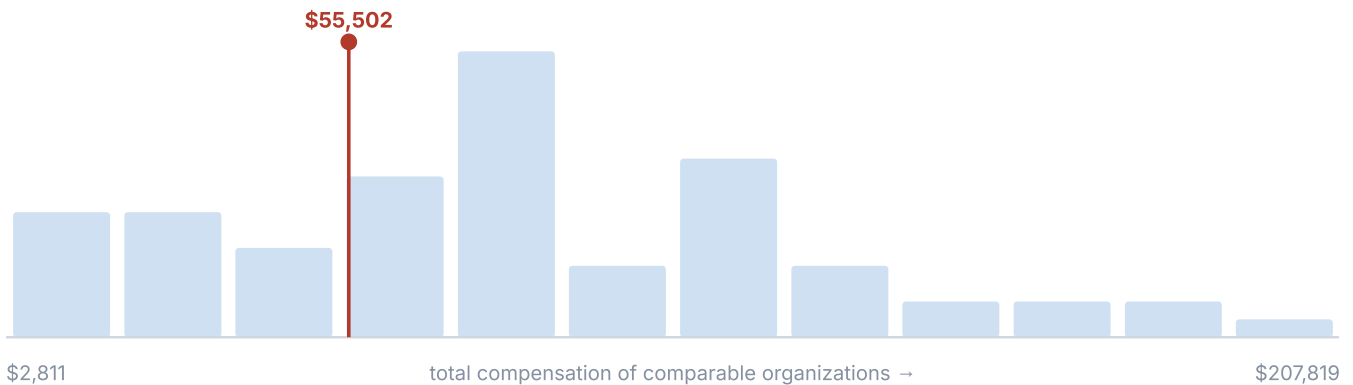
BUDGET Total revenue between \$274,191 and \$613,861 — 0.67x to 1.50x the subject's \$409,241 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

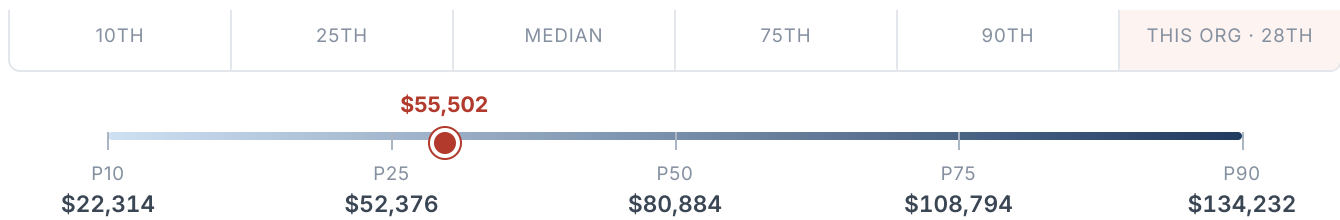
69 organizations qualified on sector, size, and geography

→ **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,314	\$52,376	\$80,884	\$108,794	\$134,232	\$55,502
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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 OR 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
Noe Valley Association	CA	\$405,291	Exec/secr	\$42,000	\$39,053	2024
In The Weeds	CO	\$415,629	Executive Dir.	\$64,434	\$66,531	2024
Raising Multicultural Kids	MA	\$402,135	Ex. Director	\$86,800	\$81,828	2025
Allegheny Force Football Club	PA	\$400,190	Director Of Coaching	\$52,395	\$57,926	2023
Dress For Success Denver	CO	\$399,056	Executive Director	\$77,598	\$82,490	2023
Seeds Family Worship Inc	TN	\$396,767	President	\$75,100	\$85,005	2024
Care Lab	DC	\$422,364	Executive Director	\$135,832	\$132,145	2023
Arena Fire Board	WI	\$423,367	Fire Chief	\$2,500	\$2,811	2024
Rjiok Foundation	OK	\$429,260	President	\$91,700	\$108,731	2024
Americans Against Legalizing	CA	\$381,036	Vice President	\$25,200	\$24,124	2023
Reach Healthcare	CA	\$378,568	President	\$56,328	\$52,376	2024
Moral Compass Federation Inc	VA	\$445,112	Ceo, Vice President	\$80,659	\$83,863	2024
Wisconsin Strong Inc	WI	\$372,585	Ceo	\$91,305	\$105,714	2023
Gigafact Foundation	CA	\$372,579	Head Of Operations	\$110,497	\$102,745	2024
The Strive Initiative Inc	PA	\$371,559	Ceo	\$70,357	\$75,553	2024
Civicpulse Inc	NY	\$370,633	Executive Dir.	\$113,281	\$113,484	2023
Black Product Managers	CA	\$368,688	Executive Director	\$186,000	\$172,950	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Veterans Club Inc	KY	\$365,733	Vice President	\$65,000	\$77,420	2023
The Salvation Army Albuquerque Residences Inc	CA	\$453,092	President	\$32,694	\$31,298	2023
Rhode Island Saltwater Anglers Association	RI	\$364,784	Executive Director	\$46,671	\$49,614	2023
One Love Animal Rescue Inc	GA	\$360,867	Ceo	\$16,500	\$17,865	2024
Georgia Hi-lo Trail Inc	GA	\$359,926	President	\$21,426	\$23,199	2024
WIs Foundation	SC	\$355,853	President	\$105,000	\$117,956	2024
The Davis Phoenix Coalition	CA	\$354,895	Executive Director	\$20,192	\$18,775	2024
Revive Community Health Center	MI	\$352,240	Ceo	\$77,787	\$86,458	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	69 organizations. Compensation range \$2,811–\$207,819; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$409,241); for reference, expenses \$468,830 and assets \$106,335.
ROLE MATCH	Kirk A Seyfert, reported title "EXECUTIVE DI", 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.

OUTLIERS 1 peer 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	28 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	26 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 (Kirk A Seyfert) 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 69 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,502 is reasonable (approximately the 28th 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.