

# Weed & Seed Hawaii Inc

Executive Director / CEO

EIN 464030982

HI · NTEE I20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gale Braceros, Executive Director / CEO** (\$105,000) against **every comparable organization** that fit the selection criteria — **269** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

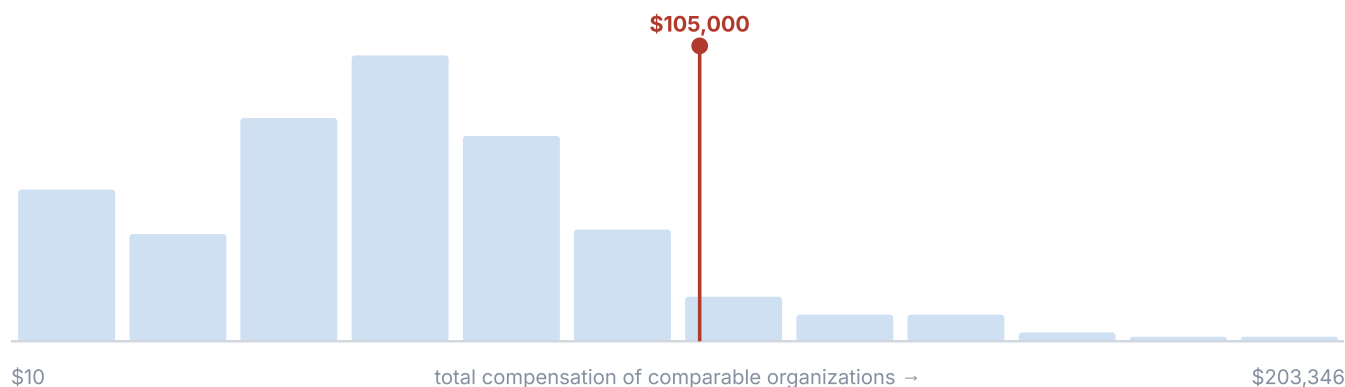
**Benchmarked executive:** Gale Braceros — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I20).
BUDGET	Total revenue between \$124,732 and \$279,252 — 0.67x to 1.50x the subject's \$186,168 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**269** organizations qualified on sector, size, and geography → **269** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,627	\$37,009	\$57,662	\$79,287	\$98,015	<b>\$105,000</b>
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 91ST
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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 HI 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
<a href="#">Minnesota Dare Inc</a>	MN	\$185,919	Executive Director	\$91,192	<b>\$97,758</b>	2024
<a href="#">Montgomery Bar Foundation</a>	PA	\$186,570	Executive Director	\$10,368	<b>\$11,218</b>	2024
<a href="#">Pulaski County Friends Of Casa Inc</a>	AR	\$185,175	Executive Dir.	\$61,407	<b>\$74,884</b>	2024
<a href="#">Southeast Nebraska Casa</a>	NE	\$185,002	Executive Director	\$50,000	<b>\$60,066</b>	2023
<a href="#">Westmoreland Bar Foundation</a>	PA	\$187,803	Executive Director/secretary	\$4,800	<b>\$5,193</b>	2024
<a href="#">A Curiae</a>	CA	\$188,238	President	\$89,512	<b>\$86,332</b>	2023
<a href="#">Legal Aid Foundation Of Western</a>	OH	\$188,633	Interim Executive Director	\$26,821	<b>\$31,729</b>	2023
<a href="#">Santa Maria Police Council Inc</a>	CA	\$182,740	Executive Dir.	\$24,002	<b>\$22,485</b>	2024
<a href="#">Guardians Of Our Children Inc</a>	NY	\$189,936	Director	\$45,500	<b>\$44,606</b>	2024
<a href="#">Maricopa County Bar Foundation</a>	AZ	\$190,092	Executive Director	\$3,528	<b>\$3,681</b>	2024
<a href="#">Englewood First Responders</a>	IL	\$190,347	President	\$34,545	<b>\$37,933</b>	2023
<a href="#">Stanly County Juvenile Restitution</a>	NC	\$190,578	Executive Di	\$74,610	<b>\$81,480</b>	2025
<a href="#">Denver Police Blue Hat Foundation</a>	CO	\$181,465	Executive Di	\$36,000	<b>\$37,450</b>	2024
<a href="#">Heart Of Clay</a>	MN	\$191,134	Mens Coordinator	\$56,240	<b>\$62,070</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rebound Of Whatcom County</a>	WA	\$191,583	Executive Director	\$76,830	<b>\$76,830</b>	2023
<a href="#">Polk County Crime Stoppers Inc</a>	FL	\$180,459	Executive Director	\$35,401	<b>\$36,079</b>	2024
<a href="#">The Promise Tour</a>	TN	\$180,353	Executive Director	\$57,275	<b>\$65,315</b>	2024
<a href="#">Fresh Start Inc</a>	CO	\$192,131	Executive Di	\$42,998	<b>\$46,051</b>	2023
<a href="#">Kymari House Inc</a>	TN	\$192,591	Exec Director	\$45,000	<b>\$51,317</b>	2024
<a href="#">Stafford House</a>	MI	\$192,607	President	\$10,000	<b>\$11,529</b>	2023
<a href="#">Indiana Justice Project Inc</a>	IN	\$192,835	Executive Director	\$81,400	<b>\$93,129</b>	2024
<a href="#">Oregon Abuse Advocates And</a>	OR	\$178,496	Co-director	\$66,000	<b>\$66,494</b>	2024
<a href="#">Exploit No More Inc</a>	WI	\$177,484	Executive Director	\$74,806	<b>\$84,757</b>	2024
<a href="#">Create Your Statement</a>	WA	\$177,226	Executive Dir.	\$85,000	<b>\$82,561</b>	2024
<a href="#">Orange County Siu Cac Inc</a>	VT	\$177,125	Ex. Director	\$26,250	<b>\$29,511</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>269</b> organizations. Compensation range \$10–\$203,346; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$186,168); for reference, expenses \$211,562 and assets \$42,170.
ROLE MATCH	Gale Bracerros, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 8 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	92 <sup>nd</sup>
All sources (D + E + F), adjusted	86 <sup>th</sup>

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 (Gale Bracerros) 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 269 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,000 is reasonable (approximately the 91<sup>st</sup> 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.