

The Warehouse Business Accelerator

Executive Director / CEO

EIN 464102790
 CO · NTEE S43
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Allison L Sebeck, Executive Director / CEO** (\$80,032) against **every comparable organization** that fit the selection criteria — **43** 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

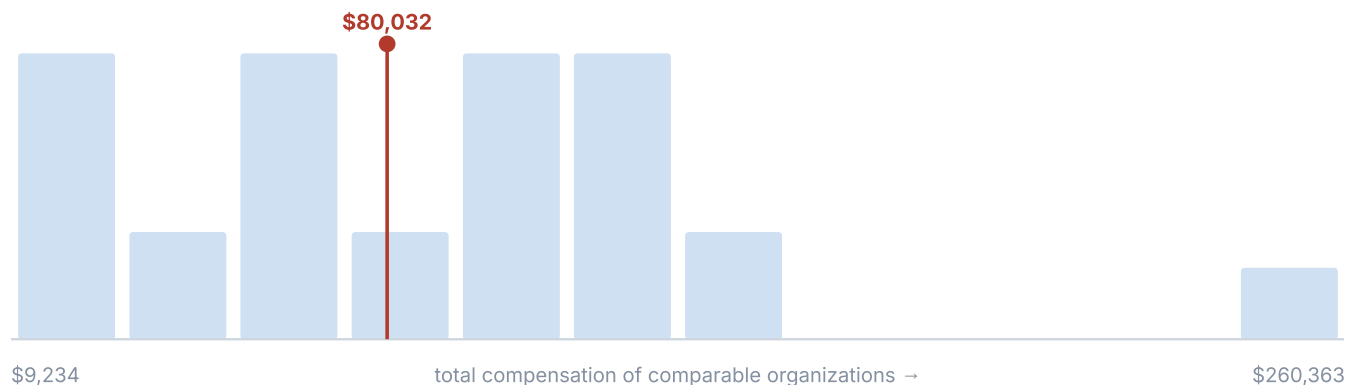
Benchmarked executive: Allison L Sebeck — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S43).
BUDGET	Total revenue between \$248,429 and \$556,186 — 0.67x to 1.50x the subject's \$370,791 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,415	\$45,167	\$89,239	\$116,206	\$137,558	\$80,032
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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 CO 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
Iowa Center Loan Fund	IA	\$369,185	President	\$9,756	\$10,542	2025
Growco Columbia Inc	SC	\$367,881	Executive Director	\$101,778	\$107,556	2024
Womens Venture Fund Inc	NY	\$366,243	President & Ceo	\$159,200	\$145,723	2024
Black Wall Street Business Center	OK	\$379,211	President & Ceo	\$19,500	\$21,751	2024
Nonprofit Solutions	CA	\$361,828	Executive Director	\$89,238	\$80,362	2023
Madison Village For Advanced	GA	\$380,784	Executive Dir.	\$29,167	\$29,707	2024
Startupaz Foundation	AZ	\$359,966	President Executive Dir Thru 01/2024	\$136,843	\$133,311	2024
Adventist Health Policy Association	FL	\$381,710	President	\$16,962	\$16,618	2023
Rockford Area Strategic Initiatives	IL	\$358,096	Director	\$13,565	\$13,509	2024
The Biotechnology Incubator At Nymc Inc	NY	\$389,283	President, Ceo & Trustee	\$268,885	\$253,392	2023
Danville Boyle County Development	KY	\$349,771	Director	\$29,583	\$33,146	2023
Anti Entropy	TX	\$393,476	President	\$65,000	\$70,589	2022
International Union Uaw Local 1284	MI	\$393,983	President	\$8,831	\$9,234	2024
Tolani Lake Enterprises Inc	AZ	\$345,199	Executive Director	\$53,820	\$52,431	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eastern American Economic	NJ	\$406,656	President	\$98,670	\$89,239	2024
Ab Community Inc	NC	\$406,875	Executive Director	\$86,875	\$93,615	2023
Niche Inc	IN	\$322,461	Executive Director	\$120,000	\$124,884	2025
Commonwise Education Inc	NY	\$314,772	Executive Dir.	\$30,769	\$28,164	2024
Alabama Capital Network Inc	AL	\$430,100	Executive Officer	\$114,000	\$128,440	2023
Kukolu	HI	\$435,911	Executive Dir.	\$125,462	\$113,784	2024
Cohabitat Foundation Inc	LA	\$304,436	Executive Director	\$65,000	\$74,643	2023
Piedmont Business Capital	NC	\$446,116	Executive Director Ceo	\$132,440	\$138,620	2024
Startup Hutch Inc	KS	\$448,635	Program Director	\$86,659	\$94,835	2024
Xlr8x	HI	\$454,613	President/exec Dir	\$114,357	\$106,775	2023
Boomin University	TN	\$455,664	Board Member	\$36,538	\$37,902	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 43 organizations. Compensation range \$9,234–\$260,363; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$370,791); for reference, expenses \$262,176 and assets \$1,017,400.

ROLE MATCH	Allison L Seabeck, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	47 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	40 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 (Allison L Seabeck) 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 43 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,032 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.