

Pangeaseed Foundation

Executive Director / CEO

EIN 472605555

HI · NTEE C30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Archie Packard, Executive Director / CEO** (\$77,227) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

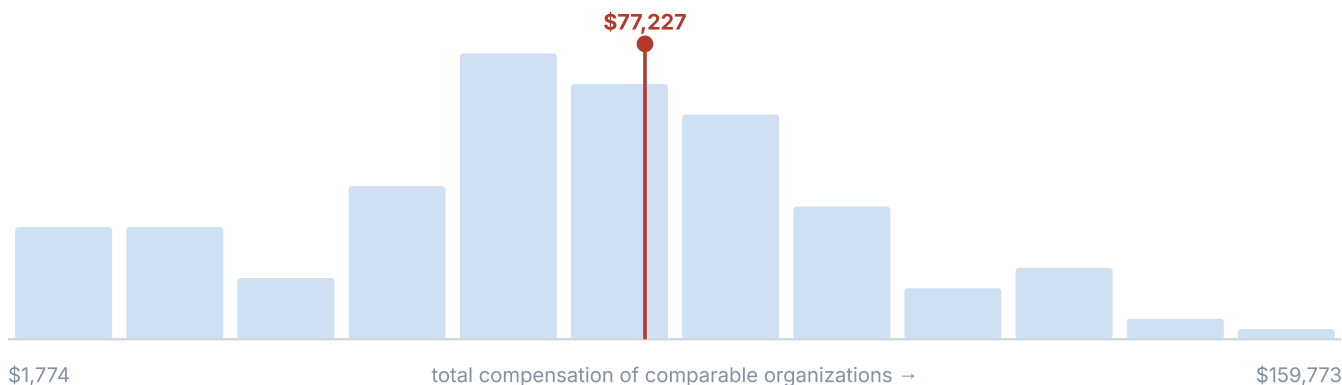
Benchmarked executive: Archie Packard — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$214,318 and \$479,818 — 0.67x to 1.50x the subject's \$319,879 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

146 organizations qualified on sector, size, and geography → **146** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,923	\$49,085	\$68,489	\$88,811	\$104,884	\$77,227
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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
The Susquehanna Greenway Partnership	PA	\$320,810	Executive Di	\$76,336	\$85,027	2023
Santa Barbara Audubon Society	CA	\$322,002	Executive Dir.	\$67,866	\$61,939	2025
Middlesex Land Trust	CT	\$322,665	Executive Di	\$66,111	\$69,235	2023
Oahu Agriculture And Conservation Assoc	HI	\$325,224	Executive Dir.	\$95,881	\$93,130	2024
Wildlife Ecology Institute	MT	\$327,259	Executive Dir.	\$100,039	\$116,991	2024
Sustainability Matters Inc	VA	\$311,002	Executive Di	\$59,155	\$63,796	2023
Mountain Valleys Resource Conservation & Development Council	NC	\$310,347	Executive Director	\$44,122	\$49,460	2024
Bucks County Audubon Society	PA	\$309,340	Executive Dir.	\$67,336	\$72,850	2024
Alaska Whale Foundation	AK	\$331,469	Executive Director	\$92,083	\$95,509	2024
Collective Oyster Recycling &	CT	\$332,167	Director	\$35,962	\$36,581	2024
Edenacres Environmental Education	OR	\$333,368	Executive Director	\$52,768	\$53,163	2024
Rendezvous Lands Conservancy	WY	\$334,011	Coo/cfo	\$20,104	\$22,753	2025
Coalition For Susitna Dam Alternatives	AK	\$334,038	Executive Director 1/1/24-7/31/24	\$96,688	\$100,286	2024
Mahwah Environmental Volunteers	NJ	\$335,230	Executive Dir.	\$61,660	\$59,726	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Bay Clean Creeks Coalition	CA	\$304,230	Exec. Director	\$104,058	\$94,969	2025
Vashon-maury Island Nature Center	WA	\$304,220	Science Dire	\$66,560	\$64,650	2024
Calhoun County Resource Watch	TX	\$336,943	President	\$8,700	\$9,441	2024
Bold Visions Conservation	MT	\$302,674	Executive Director	\$67,749	\$79,229	2024
Tahoe Institute For Natural Science	NV	\$301,900	Executive Dir.	\$79,428	\$88,927	2023
Grow Wild Inc	MT	\$300,418	Executive Director	\$104,805	\$122,564	2024
Sugi Foundation	CA	\$299,320	Excfo	\$68,000	\$63,703	2024
Sunflower Star Laboratory	CA	\$299,106	Project Mgr.	\$26,085	\$24,437	2024
Lake Pepin Legacy Alliance	MN	\$297,817	Executive Director	\$111,764	\$119,811	2024
Healthy Flint Research Coordinating Cent	MI	\$343,199	Co-director	\$75,005	\$83,990	2024
The Go Green Initiative Association	CA	\$343,699	Founder And Ceo	\$85,000	\$79,628	2024

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.

● Sample, role match & sensitivity

PEER COUNT	146 organizations. Compensation range \$1,774–\$159,773; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$319,879); for reference, expenses \$534,502 and assets \$173,992. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Archie Packard, 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	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	61 st
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	59 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 (Archie Packard) 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 146 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$77,227 is reasonable (approximately the 61st 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.