

Seeds & Water Foundation Inc

Executive Director / CEO

EIN 473974559

FL · NTEE B02

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Benjamin Bauman, Executive Director / CEO** (\$13,112) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

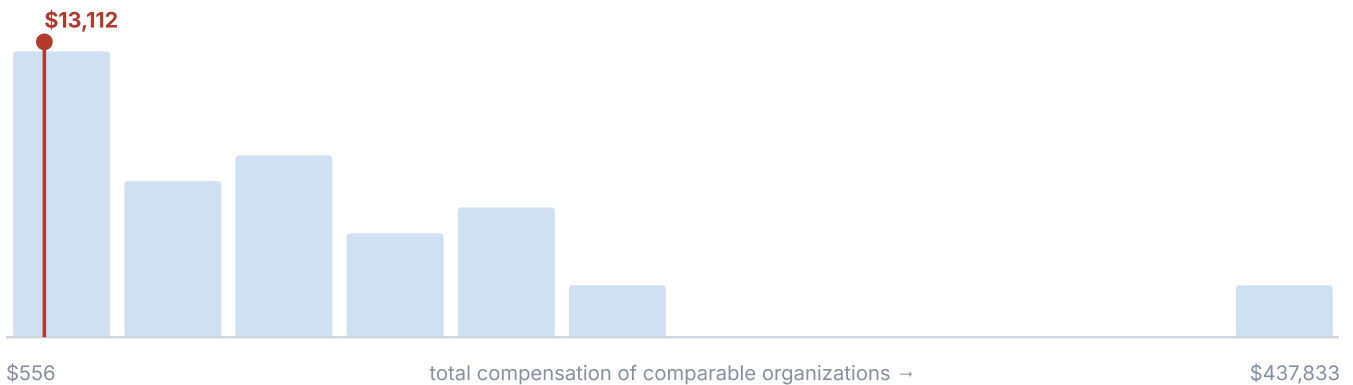
Benchmarked executive: Benjamin Bauman — reported title “PRESIDENT & TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B02).
BUDGET	Total revenue between \$253,066 and \$566,566 — 0.67x to 1.50x the subject's \$377,711 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B02), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,668	\$31,462	\$78,983	\$143,201	\$181,170	\$13,112
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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 FL 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
Montessori Elementary Teacher Training Collaborative Inc	MA	\$376,148	President	\$23,925	\$22,886	2024
Military Cyber Professionals Assn Inc	VA	\$371,615	Chief Operating Officer	\$175,002	\$179,868	2024
Vermont Learning Collaborative Inc	VT	\$384,730	Executive Dir.	\$65,983	\$68,874	2025
Zworks	IN	\$368,977	Executive Director	\$70,000	\$78,579	2024
Uaeyc	UT	\$400,554	Executive Di	\$47,472	\$53,247	2023
South Carolina District Data Governance	SC	\$405,000	Executive Director	\$20,000	\$22,210	2024
Open Syllabus Inc	NY	\$348,291	President And Treasurer	\$173,819	\$167,196	2024
Gradient Learning	CA	\$342,635	Executive Director	\$462,663	\$437,833	2023
Auburn University Real Estate	AL	\$341,851	President	\$350,949	\$403,591	2024
Wisconsin Skyward User Group Inc	WI	\$341,678	President	\$500	\$556	2024
Arc Upper Valley Inc	ND	\$333,086	Executive Director	\$83,159	\$100,013	2023
Good2know Partners	CA	\$327,327	Ceo	\$10,000	\$9,192	2024
Edwell Inc	TX	\$443,748	Executive Dir.	\$128,333	\$136,651	2024
Community Support Services Organization	CA	\$447,037	Ceo	\$77,075	\$72,939	2023
The Center For Bioethics And Culture	CA	\$307,398	Executive Director	\$88,200	\$78,983	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Choice Charter School Services Inc	FL	\$448,050	Director	\$117,500	\$117,500	2024
Arts & Sciences Center Inc	HI	\$450,293	President	\$13,425	\$13,173	2023
Christian School Management Association	OH	\$453,320	Executive Director	\$128,498	\$149,154	2023
Electrify Dc	DC	\$456,187	President/ex	\$54,375	\$50,793	2024
Middle College High School National	NJ	\$294,291	Director	\$33,280	\$31,630	2024
Village Mke Inc	WI	\$291,000	Ceo	\$147,500	\$168,821	2023
Iccnm Foundation	NM	\$284,606	President	\$2,375	\$2,719	2024
Register Of Professional	IN	\$471,174	Executive Di	\$136,500	\$153,229	2024
Arkansas Rural Ed Association	AR	\$282,532	Executive Director	\$76,000	\$90,936	2024
Drma Foundation	OH	\$477,170	Secretary/treas	\$1,074	\$1,211	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	37 organizations. Compensation range \$556–\$437,833; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$377,711); for reference, expenses \$261,476 and assets \$156,327.
ROLE MATCH	Benjamin Bauman, reported title " <i>PRESIDENT & TREASURER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY	6 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	70 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 (Benjamin Bauman) 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 37 similarly situated organizations (Same NTEE sector (B02), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,112 is reasonable (approximately the 14th 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.