

# Seenfire Foundation

Executive Director / CEO

EIN 474734762  
 CA · NTEE A02  
 FY ending 2024-12-31  
**June 13, 2026**

This analysis benchmarks the total compensation of **Christoph Geiseler, Executive Director / CEO** (\$97,000) against the **2000** closest of **2,942** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 78<sup>th</sup> percentile of comparable organizations** within the typical range

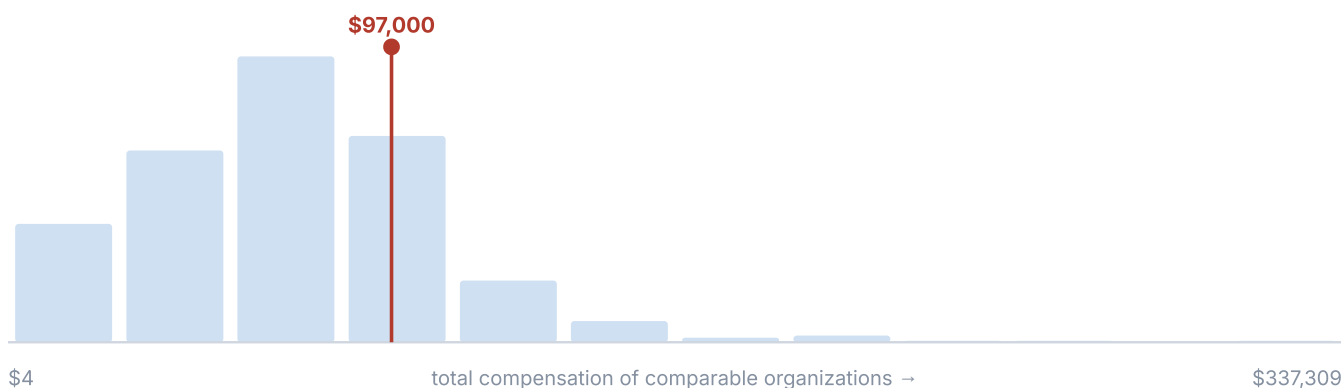
**Benchmarked executive:** Christoph Geiseler — reported title “TRUSTEE & PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A02).
BUDGET	Total revenue between \$327,366 and \$732,910 — 0.67x to 1.50x the subject's \$488,607 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**2,942** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$23,540	\$44,880	\$69,997	\$93,319	\$115,113	<b>\$97,000</b>
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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 CA 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="#">Hagood Mill Foundation</a>	SC	\$488,532	Executive Di	\$62,400	<b>\$75,389</b>	2024
<a href="#">New York City Fire Museum</a>	NY	\$488,444	Former Executive Director	\$120,934	<b>\$126,554</b>	2024
<a href="#">Barn Raising Media Inc</a>	IL	\$488,435	President	\$95,668	<b>\$106,113</b>	2025
<a href="#">Tkiya Music Inc</a>	NY	\$488,414	Executive Director	\$110,967	<b>\$119,554</b>	2023
<a href="#">Great Barrington Public Theater Inc</a>	MA	\$488,819	Development Director	\$41,250	<b>\$42,927</b>	2024
<a href="#">Revere Community Media Center Inc</a>	MA	\$488,966	Executive Director	\$91,608	<b>\$98,149</b>	2023
<a href="#">Enrich Chicago</a>	IL	\$489,079	Executive Director	\$89,889	<b>\$102,341</b>	2024
<a href="#">Foundation To Advance Jazz</a>	CA	\$489,131	Executive Director Chief Content Officer	\$98,000	<b>\$100,895</b>	2023
<a href="#">Arthouse Studio Inc</a>	CA	\$489,139	Executive Dir.	\$113,300	<b>\$113,300</b>	2024
<a href="#">Participant Inc</a>	NY	\$488,032	Founder/director	\$35,385	<b>\$37,029</b>	2024
<a href="#">Mabou Mines Development Foundation Inc</a>	NY	\$488,018	President	\$18,120	<b>\$18,962</b>	2024
<a href="#">Ballet North Texas</a>	TX	\$487,964	Executive Director	\$24,000	<b>\$27,802</b>	2024
<a href="#">America's Survival Inc</a>	MD	\$489,252	President	\$4,250	<b>\$4,482</b>	2025
<a href="#">Washington Project For The Arts Inc</a>	DC	\$487,921	Interim Executive Dir (Thru April)	\$52,404	<b>\$54,828</b>	2023
<a href="#">Historic Manassas Inc</a>	VA	\$487,916	Executive Director	\$94,490	<b>\$108,777</b>	2023
<a href="#">Hawaii Mobile Museum Of Tolerance</a>	HI	\$489,330	Executive Director	\$130,000	<b>\$134,788</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Latinos United For A New America</a>	CA	\$487,880	Co-director	\$87,517	<b>\$87,517</b>	2024
<a href="#">Marion Art Center Inc</a>	MA	\$487,843	Executive Dir.	\$77,171	<b>\$80,309</b>	2024
<a href="#">Subject Matter Inc</a>	NY	\$487,822	Co-executive Director	\$60,000	<b>\$62,788</b>	2024
<a href="#">Afro-american Historical Association Of Fauquier County</a>	VA	\$487,717	Pres, Exec Dir	\$36,664	<b>\$40,997</b>	2024
<a href="#">Pittsburgh International Folk Arts Institute</a>	PA	\$487,691	Executive Director	\$38,000	<b>\$45,181</b>	2023
<a href="#">The Shine Arts Foundation</a>	TX	\$487,667	President	\$38,252	<b>\$44,313</b>	2024
<a href="#">Historic Crab Orchard Museum</a>	VA	\$489,648	Executive Director	\$52,814	<b>\$59,055</b>	2024
<a href="#">Notable Music And Arts Organization</a>	CA	\$490,000	Officer, Director	\$30,000	<b>\$30,000</b>	2024
<a href="#">The Virgin Island Childrens Museum</a>	VI	\$490,033	Executive Dir.	\$36,000	<b>\$37,063</b>	2023

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

## Sample, role match & sensitivity

**PEER COUNT** 2000 organizations. Compensation range \$4–\$337,309; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$488,607); for reference, expenses \$525,541 and assets \$141,654.

ROLE MATCH	Christoph Geiseler, reported title " <i>TRUSTEE &amp; PRESIDENT</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	62 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	86 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	76 <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 (Christoph Geiseler) 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 13, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,000 is reasonable (approximately the 78<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 13, 2026.