

National Grain And Feed Foundation

Executive Director / CEO

EIN 520846693

VA · NTEE S114

FY ending 2024-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Mike Seyfert, Executive Director / CEO** (\$49,110) against **every comparable organization** that fit the selection criteria — **484** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

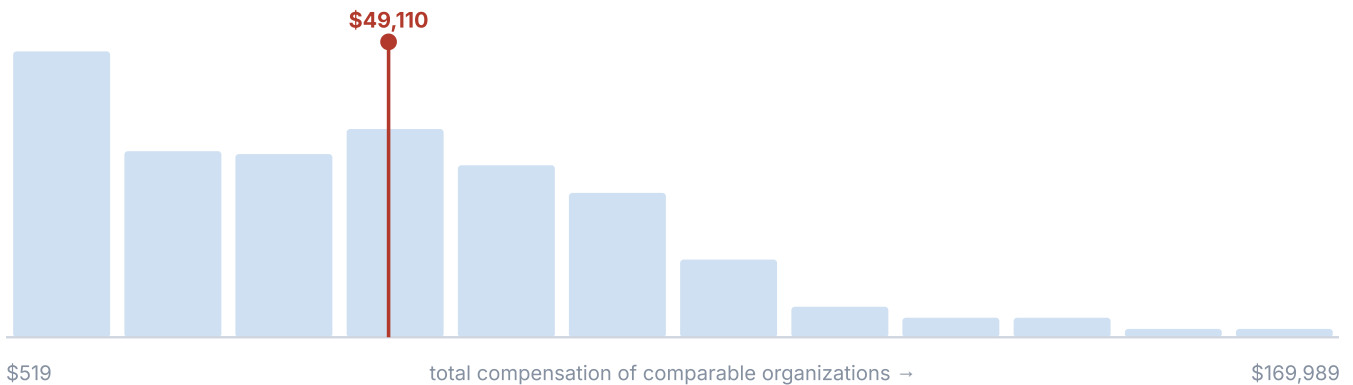
Benchmarked executive: Mike Seyfert — reported title “SECRETARY/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S114).
BUDGET	Total revenue between \$82,428 and \$184,542 — 0.67x to 1.50x the subject's \$123,028 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

484 organizations qualified on sector, size, and geography → **484** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,879	\$18,282	\$44,055	\$69,514	\$87,996	\$49,110
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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 VA 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
Benevolent Society	MI	\$122,836	Cfo	\$550	\$573	2025
Jamestown S'klallam Tribal Capital	WA	\$122,619	Loan Portfolio Administrative Assistant	\$75,000	\$69,544	2024
Quality Growth Institute Inc	GA	\$122,617	Executive Director	\$74,554	\$77,638	2024
Signature Health Re Holdings Inc	OH	\$122,456	President & Ceo	\$38,800	\$42,562	2024
Greater Gary Chamber Of Commerce	IN	\$123,822	Ceo	\$66,769	\$72,924	2024
Blackville Community Development	SC	\$122,207	Executive Director	\$8,170	\$9,088	2023
Carb Center For Small Business Techctr	PA	\$123,973	Executive Director	\$49,563	\$52,702	2023
Advance Delaware Opportunities	NY	\$121,950	Secretary	\$23,767	\$21,669	2025
Summit Impact	CA	\$124,138	Executive Di	\$175,464	\$161,556	2023
Ibew Local 180 Holding Company	CA	\$124,206	Business Manager	\$58,320	\$53,697	2023
College Of Pastoral Supervision And	TX	\$124,304	Trustee & Ce	\$12,000	\$12,799	2023
Idaho Association Of Nurse Anesthetists	ID	\$121,677	Executive Dir.	\$32,500	\$35,807	2024
Gada Title Holding Company	GA	\$124,440	Former Officer	\$56,871	\$57,697	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
City Urban Revitalization Corporation	CA	\$124,456	Executive Director	\$35,986	\$31,353	2025
El Dorado Main Street Inc	KS	\$124,748	Executive Director	\$35,000	\$39,161	2024
Ohio Association Of Nonprofit	OH	\$124,766	Exe Director	\$49,170	\$53,937	2024
Chattanooga Manufacturers Association	TN	\$121,004	Operation Consultant Thru 9/2023	\$6,559	\$7,140	2024
American Freedom Assembly Inc	AL	\$125,058	President	\$76,764	\$88,427	2023
Naugatuck Economic Development	CT	\$125,130	Ceo	\$57,115	\$54,033	2025
Iff Support Corporation Co Iff	IL	\$125,270	President	\$28,336	\$28,852	2024
The Andre Sayegh Civic Association Inc	NJ	\$125,456	Treasurer	\$1,500	\$1,387	2024
Hustle Winston-salem	NC	\$120,434	Executive Director	\$33,333	\$36,725	2023
Chinatown Partnership Local Development	NY	\$120,303	Executive Director	\$136,604	\$131,620	2023
Central Iowa Tourism Region	IA	\$120,219	Executive Dir.	\$78,549	\$91,706	2023
Ofbyfor All Inc	NJ	\$120,200	Ceo	\$161,917	\$154,148	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	484 organizations. Compensation range \$519–\$169,989; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$123,028); for reference, expenses \$161,792 and assets \$1,250,441.
ROLE MATCH	Mike Seyfert, reported title " <i>SECRETARY/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	115 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	56 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Mike Seyfert) 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 484 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$49,110 is reasonable (approximately the 56th 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.