

# Sowing Seeds Of Hope Inc

Executive Director / CEO

EIN 631275573

AL · NTEE L25

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jones Susan, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jones Susan — 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 (L25).
BUDGET	Total revenue between \$228,291 and \$511,101 — 0.67x to 1.50x the subject's \$340,734 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L25), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,725	\$25,676	\$42,398	\$63,481	\$74,014	\$42,000
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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 AL 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="#">197-201 Roebling Street Hdfc</a>	NY	\$333,739	Executive Director	\$17,573	<b>\$14,699</b>	2024
<a href="#">Los Angeles Communities Advocating For</a>	CA	\$354,342	Executive Director	\$73,643	<b>\$60,601</b>	2023
<a href="#">Appalachian Opportunity Fund</a>	TN	\$321,792	Executive Di	\$63,100	<b>\$63,208</b>	2023
<a href="#">Chelsea Restoration</a>	MA	\$361,156	Executive Director	\$88,570	<b>\$75,848</b>	2023
<a href="#">Town Clock Community Development</a>	NJ	\$309,594	Executive Director	\$76,000	<b>\$64,665</b>	2023
<a href="#">Turn Back The Block Inc</a>	GA	\$298,531	Executive Director	\$60,250	<b>\$56,075</b>	2024
<a href="#">The Mountain Moving Ministry</a>	MO	\$279,591	President	\$1,100	<b>\$1,078</b>	2024
<a href="#">Grace House Of Baton Rouge Inc</a>	LA	\$278,630	Executive Director	\$65,000	<b>\$68,208</b>	2023
<a href="#">Outreach For Addiction Ministry Inc</a>	KY	\$274,351	Vice President Director	\$5,000	<b>\$4,972</b>	2024
<a href="#">West Oak Lane Community Development Corp</a>	PA	\$257,628	Director	\$53,737	<b>\$51,068</b>	2023
<a href="#">Mental Health Care Affordable</a>	FL	\$255,330	Ceo	\$38,786	<b>\$34,723</b>	2023
<a href="#">Framingham Housing Development</a>	MA	\$255,305	Eecutive Director	\$33,846	<b>\$28,153</b>	2024
<a href="#">Crotched Mountain Of New York I East</a>	NH	\$249,035	President & Ceo	\$32,010	<b>\$27,359</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Otr Adopt Inc</a>	OH	\$244,767	Executive Director/president	\$42,000	<b>\$42,393</b>	2023
<a href="#">Rebuilding Together North Jersey Inc</a>	NJ	\$437,401	Executive Director	\$677,032	<b>\$559,531</b>	2024
<a href="#">Gods Way Home Inc</a>	WV	\$439,614	Director	\$23,939	<b>\$23,992</b>	2024
<a href="#">Andover Community Trust</a>	MA	\$238,748	Executive Dir.	\$50,972	<b>\$42,398</b>	2024
<a href="#">Lee Building Industry Association Builders Care</a>	FL	\$443,176	Executive Director	\$84,295	<b>\$75,465</b>	2023
<a href="#">Elmhurst House Incorporated</a>	RI	\$446,437	Chief Executive Officer	\$36,004	<b>\$31,956</b>	2024
<a href="#">Christmas In Action</a>	TX	\$233,619	Executive Director	\$25,000	<b>\$23,148</b>	2024
<a href="#">Rebuilding Together Of South Al</a>	AL	\$228,897	Executive Director	\$65,441	<b>\$63,754</b>	2025
<a href="#">Main Plaza Conservancy</a>	TX	\$460,080	Executive Director	\$65,962	<b>\$61,076</b>	2024
<a href="#">50th Street Housing Development</a>	NY	\$483,958	Secretary	\$13,130	<b>\$10,982</b>	2024

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

## ■ Sample, role match & sensitivity

**PEER COUNT** 23 organizations. Compensation range \$1,078–\$559,531; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$340,734); for reference, expenses \$486,698 and assets \$376,812. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Jones Susan, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	43 <sup>rd</sup>
Reportable pay only (column D), adjusted	43 <sup>rd</sup>
All sources (D + E + F), adjusted	17 <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 (Jones Susan) 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 23 similarly situated organizations (Same NTEE sector (L25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 43<sup>rd</sup> 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.