

Hope Seeds Inc

Executive Director / CEO

EIN 650911582

FL · NTEE Q193

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Balsbaugh, Executive Director / CEO** (\$66,950) against **every comparable organization** that fit the selection criteria — **618** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

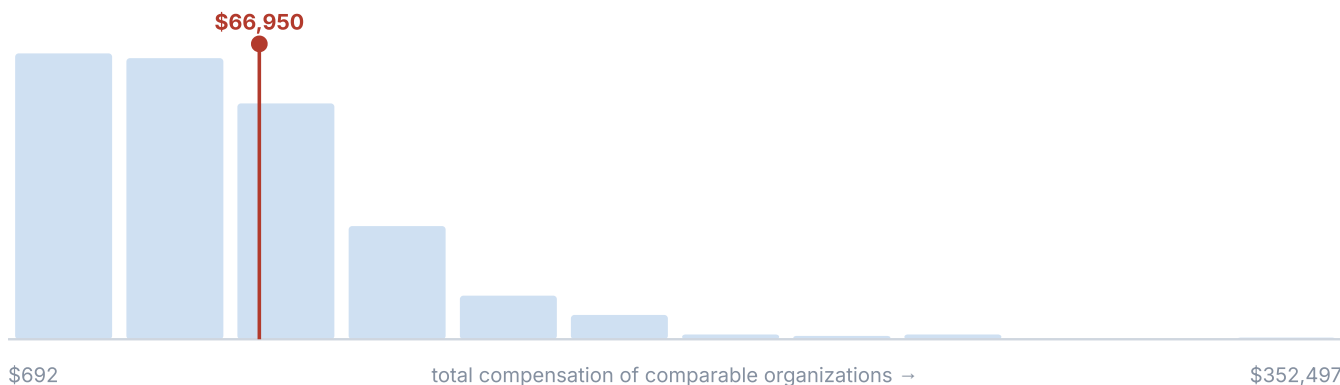
Benchmarked executive: David Balsbaugh — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

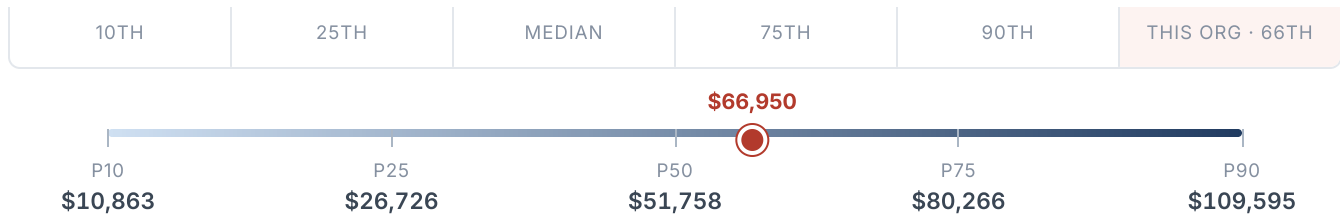
SECTOR	Organizations sharing the subject's NTEE classification (Q193).
BUDGET	Total revenue between \$211,042 and \$472,483 — 0.67x to 1.50x the subject's \$314,989 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

618 organizations qualified on sector, size, and geography → **618** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,863	\$26,726	\$51,758	\$80,266	\$109,595	\$66,950
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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
She Is More Than Inc	FL	\$315,034	Executive Director	\$40,354	\$40,354	2023
Adopt A Family Foundation	CA	\$314,408	Ceo/chair	\$6,000	\$5,357	2024
Media For Development International	WA	\$314,036	President	\$28,000	\$25,920	2024
Abrahams Tent Inc	NY	\$313,586	Director	\$22,500	\$21,643	2023
Medreach Inc	AL	\$316,399	Sec/treasure	\$2,203	\$2,533	2023
Beyond The Orphanage Foundation Inc	VT	\$316,581	Chief Executive Officer	\$29,621	\$30,826	2024
Long Way Home Inc	OR	\$317,075	Executive Director	\$3,500	\$3,361	2024
Design For Life	MI	\$312,900	Executive Director	\$245,966	\$262,496	2024
Agricorps Inc	TX	\$312,305	Executive Director	\$73,125	\$73,681	2025
Hope Water International	MI	\$317,957	Executive Director/preside	\$53,333	\$58,598	2023
Deep Time Journey Network	NJ	\$318,272	President	\$65,000	\$60,004	2024
Hope Filled Hearts 4 Africa Inc	CA	\$318,590	President	\$12,000	\$10,714	2024
Ccm Evangelical Ministries	TX	\$319,102	President	\$67,000	\$69,296	2024
Partners In Progress	PA	\$319,434	Executive Direc	\$42,306	\$44,909	2023
Junior Achievement Of The Ocoee Region	TN	\$310,470	President	\$93,593	\$99,097	2025
Edens Rose Foundation	NY	\$310,108	Executive Director	\$68,312	\$63,824	2024
Two Bridges Football Club Inc	NY	\$320,107	Ceo/executive Director	\$36,000	\$33,635	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gathering Hearts For Honduras	OK	\$309,467	President	\$42,000	\$47,817	2024
Global Jothoor Foundation	VA	\$320,739	Ceo	\$85,785	\$88,170	2023
Champions In Action Inc	TX	\$309,045	Board Chairm	\$10,000	\$10,343	2024
Inventions For Good Inc	NC	\$309,009	Executive Director	\$13,500	\$14,423	2024
Field Of Hope	IA	\$308,965	Executive Director	\$66,500	\$77,508	2023
Action For Post-soviet Jewry Inc	MA	\$308,617	Executive Director	\$106,000	\$98,487	2024
World Affairs Council Of New Hampshire	NH	\$321,406	Executive Director	\$97,060	\$95,401	2023
Guatemala Deaf Ministries	CA	\$321,509	Vice President	\$32,875	\$29,351	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 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 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	618 organizations. Compensation range \$692–\$352,497; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$314,989); for reference, expenses \$276,570 and assets \$588,352.
ROLE MATCH	David Balsbaugh, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	66 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	63 rd

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 (David Balsbaugh) 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 618 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,950 is reasonable (approximately the 66th 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.