

# Steam Onward Incorporated

Executive Director / CEO

EIN 812599694  
 MD · NTEE T30  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Bonnetta Adeeb, Executive Director / CEO** (\$12,466) against **every comparable organization** that fit the selection criteria — **214** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

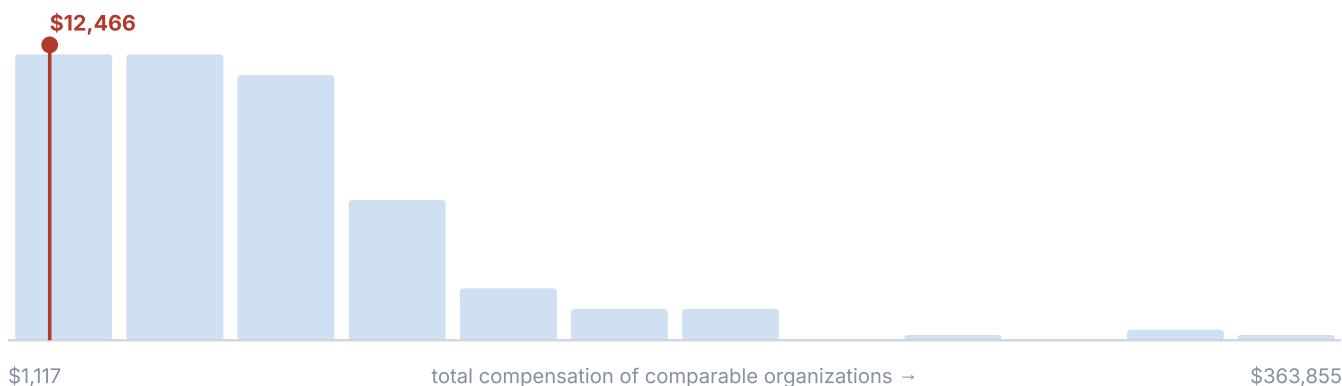
**Benchmarked executive:** Bonnetta Adeeb — reported title “SEED FARMING EDUCATION DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$314,315 and \$703,692 — 0.67x to 1.50x the subject's \$469,128 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**214** organizations qualified on sector, size, and geography → **214** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,654	\$29,265	\$60,107	\$91,618	\$130,976	<b>\$12,466</b>
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 10TH
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\$12,466



## ■ 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 MD 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="#">The Livity Foundation Inc</a>	SC	\$469,434	Executive Director	\$63,326	<b>\$70,664</b>	2024
<a href="#">Foundation For Women</a>	CA	\$469,531	Board Trustee	\$18,006	<b>\$16,631</b>	2024
<a href="#">Lifelink International Inc</a>	AL	\$466,080	President	\$130,300	<b>\$150,569</b>	2024
<a href="#">Simon Family Foundation</a>	OH	\$465,819	Treasurer Thru 3/28/2023	\$40,331	<b>\$47,040</b>	2023
<a href="#">Impact Austin Foundation</a>	TX	\$465,504	Executive Director	\$140,207	<b>\$150,016</b>	2024
<a href="#">Girls On The Run Hudson Valley Inc</a>	NY	\$473,595	Executive Di	\$88,025	<b>\$85,080</b>	2024
<a href="#">Precious Dreams Foundation</a>	NY	\$474,568	Executive Director	\$89,077	<b>\$88,640</b>	2023
<a href="#">Crg Foundation Inc</a>	CA	\$463,386	Director	\$28,362	<b>\$26,196</b>	2024
<a href="#">Rcm Community Fund</a>	WI	\$463,015	Secretary	\$21,475	<b>\$23,370</b>	2025
<a href="#">Ase Education And Research Foundation</a>	NC	\$475,571	Ceo	\$294,563	<b>\$325,553</b>	2024
<a href="#">Westview Foundation</a>	SC	\$462,388	President	\$30,550	<b>\$34,090</b>	2024
<a href="#">Minnesota Credit Union Foundation</a>	MN	\$462,196	President	\$19,637	<b>\$21,368</b>	2023
<a href="#">Auguste Escoffier Educational Fund Inc</a>	IL	\$477,033	President	\$88,994	<b>\$96,348</b>	2023
<a href="#">118 East 111th Street Corporation</a>	NY	\$460,434	Ceo	\$18,651	<b>\$18,560</b>	2023
<a href="#">Women And Girls Fund Of</a>	WI	\$460,365	Executive Di	\$95,621	<b>\$106,816</b>	2024
<a href="#">Community Clinics At Memorial Regional</a>	CO	\$479,457	President	\$49,323	<b>\$50,588</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Eastern Shore Of Virginia Community Foundation</a>	VA	\$457,885	Exec Dir	\$25,083	<b>\$25,905</b>	2024
<a href="#">Rescue Her Inc</a>	TX	\$457,182	Executive Director	\$45,000	<b>\$48,148</b>	2024
<a href="#">Golden Heart Fund</a>	CA	\$456,623	Executive Director	\$170,000	<b>\$157,016</b>	2024
<a href="#">Family Community Resource Center</a>	IL	\$456,093	Program Manager/ceo	\$75,126	<b>\$81,333</b>	2023
<a href="#">Kopernik Society Of Broome County</a>	NY	\$455,686	Vp/exec. Dir.	\$55,349	<b>\$55,077</b>	2023
<a href="#">National Hospice Foundation Inc</a>	VA	\$483,563	Interim Ceo	\$56,930	<b>\$60,533</b>	2023
<a href="#">St Joseph Missions Inc</a>	IN	\$483,691	Executive Di	\$69,513	<b>\$78,409</b>	2024
<a href="#">Inspiring Communtiy Inc</a>	WI	\$454,344	Managing Dir	\$12,000	<b>\$13,800</b>	2023
<a href="#">The Emma Alyson &amp; Kate Hance</a>	NY	\$484,071	Executive Director	\$48,532	<b>\$46,908</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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** 214 organizations. Compensation range \$1,117–\$363,855; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$469,128); for reference, expenses \$177,029 and assets \$266,475. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Bonnetta Adeeb, reported title "*SEED FARMING EDUCATION DIRECTOR*", 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	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	10 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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 (Bonnetta Adeeb) 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 214 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,466 is reasonable (approximately the 10<sup>th</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.