

Seeds Of Love

Executive Director / CEO

This analysis benchmarks the total compensation of **Vincent Lovenduski, Executive Director / CEO** (\$15,933) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

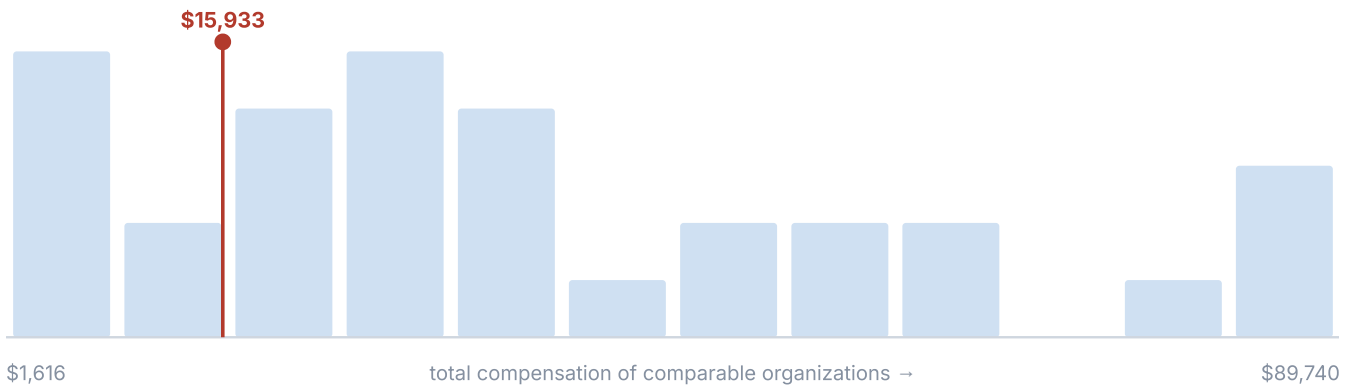
Benchmarked executive: Vincent Lovenduski — reported title "GM/President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G84).
BUDGET	Total revenue between \$159,177 and \$356,368 — 0.67x to 1.50x the subject's \$237,579 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G84), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,513	\$18,332	\$30,185	\$54,196	\$75,441	\$15,933
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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 PA 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
Asls Incorporated	CA	\$231,051	President	\$8,899	\$7,706	2023
Hunt2heal	MI	\$226,580	Executive Director	\$56,750	\$55,582	2025
Autism After 21 Inc	FL	\$254,859	Director	\$40,000	\$36,600	2024
Asd Adult Achievement Center Inc	FL	\$218,689	President	\$26,900	\$25,341	2023
Abilities Workshop Inc	FL	\$257,827	Director	\$40,000	\$36,600	2024
Ag For Autism	AR	\$216,270	Assistant	\$5,000	\$5,475	2024
5-eleven Hoops	CA	\$260,670	Executive Director	\$25,600	\$21,531	2024
The Color Of Autism Foundation	MI	\$262,020	Chief Executive Officer	\$85,300	\$88,288	2023
Autism Society Of The Keys Inc	FL	\$211,036	Executive Dir.	\$65,000	\$61,232	2023
Autism Trust Usa	TX	\$208,305	Secretary	\$40,220	\$40,344	2023
International Society For Austism	FL	\$205,078	Executive Di	\$18,270	\$16,717	2024
Multicultural Autism Action Network	MN	\$203,519	Executive Director	\$39,495	\$38,011	2024
Coles Horse Autism Therapy Station	VA	\$199,361	Sec/treasurer	\$11,109	\$10,756	2023
The Whole Spectrum Autism Foundation	NJ	\$276,577	Ceo	\$8,640	\$7,513	2024
Garretts Place Life Skills Center For Autism	MI	\$196,480	Executive Director	\$13,594	\$13,667	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Together Enhancing Autism Awareness In	MS	\$195,740	Ceo	\$29,203	\$32,615	2023
Sensational Fun Inc	NY	\$193,991	Executive Director	\$26,750	\$24,239	2023
Autism Empowerment	WA	\$283,060	Board Member	\$1,800	\$1,616	2023
Candor Nc	NC	\$182,134	Executive Director	\$19,250	\$19,946	2023
Autism Society Of America Foundation	MD	\$181,121	President And Ceo	\$52,831	\$48,108	2024
Autism Care Today	CA	\$294,338	Director	\$64,498	\$55,849	2023
Pop Earth Corporation	NY	\$179,952	Executive Di	\$60,000	\$52,809	2024
Chestor House Inc	CO	\$179,566	President	\$1,875	\$1,751	2024
Marthas Ranch Foundation	TX	\$174,460	Executive Dir.	\$25,038	\$25,115	2023
Wetherald Behavioral Academy Inc	GA	\$172,453	Board Member	\$26,372	\$25,827	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	31 organizations. Compensation range \$1,616–\$89,740; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$237,579); for reference, expenses \$238,353 and assets \$245,928.
ROLE MATCH	Vincent Lovenduski, reported title "GM/President", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	23 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 (Vincent Lovenduski) 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 31 similarly situated organizations (Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,933 is reasonable (approximately the 23rd 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.