

Biomimicry For Social Innovation

Executive Director / CEO

EIN 853598977

NM · NTEE B01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Toby Herzlich, Executive Director / CEO** (\$36,546) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Toby Herzlich — 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 (B01).

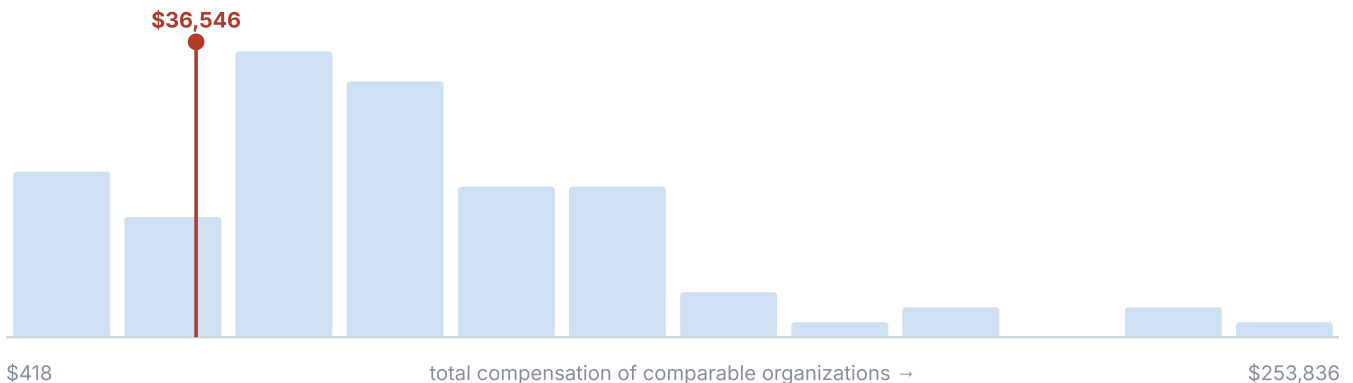
BUDGET Total revenue between \$289,618 and \$648,399 — 0.67x to 1.50x the subject's \$432,266 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

84 organizations qualified on sector, size, and geography

→ **84** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,621	\$47,447	\$68,576	\$95,487	\$124,291	\$36,546
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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 NM 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
Substance Abuse Program Administrators Association	FL	\$432,486	Executive Director	\$110,446	\$93,699	2024
District Of Columbia Association For The	DC	\$428,548	Exec. Dir. (From 6/2024-12/2024)	\$68,269	\$54,101	2024
Scotland County Partnership For	NC	\$436,229	Exe.director	\$96,611	\$92,812	2023
South Carolina First Steps To	SC	\$423,812	Executive Di	\$48,125	\$46,679	2023
Alabama Justice Initiative	AL	\$422,395	Board President/ Executive	\$126,617	\$127,180	2023
Choose Aerospace Inc	OK	\$443,443	Executive Director	\$110,344	\$109,727	2024
Nashville Propel Parent Institute Inc	TN	\$417,900	Executive Director	\$106,347	\$100,951	2024
National Latino Farmers And Ranchers	DC	\$446,919	Chairman Of The Board	\$16,000	\$12,680	2024
Be Loud Studios	LA	\$417,018	Executive Dir.	\$70,000	\$69,609	2024
Paltrek Inc	NY	\$416,989	Director	\$11,485	\$9,649	2023
The Kroussaw Foundation	DC	\$449,643	President & Ceo	\$66,349	\$51,224	2025
South Carolina First Steps	SC	\$406,282	Executive Di	\$57,503	\$55,775	2023
Ne Steam Coalition	OR	\$459,582	Executive Di	\$265,556	\$222,708	2024
Mclain Association For Children	CA	\$462,202	Ceo	\$91,000	\$70,962	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chowan Perquimans Smart Start Partnership	NC	\$463,807	Executive Director	\$83,873	\$78,264	2024
Empower 8 Inc	CA	\$391,749	Executive Dir.	\$89,073	\$69,460	2024
Readmontana	MT	\$388,525	Executive Dir.	\$80,400	\$78,266	2024
Houghton Main Street Foundation	DC	\$477,847	Director	\$2,000	\$1,585	2024
First Gen Scholars	CA	\$479,860	President/executive Direct	\$79,063	\$61,654	2024
South Carolina First Steps To	SC	\$481,526	Executive Di	\$65,640	\$63,668	2023
Frontline Policy Council Inc	GA	\$482,966	President	\$62,790	\$58,699	2023
Alabama Families For Great Schools	AL	\$483,980	Director	\$141,320	\$137,876	2024
Trans Women In Need Of Services Inc	FL	\$380,202	Executive Director	\$116,875	\$99,154	2024
Turn The Page Stl	MO	\$378,952	Executive Director	\$80,545	\$77,041	2024
Igg4ward Foundation	MA	\$486,105	Director	\$500	\$418	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 **84** organizations. Compensation range \$418–\$253,836; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$432,266); for reference, expenses \$199,421 and assets \$359,499. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Toby Herzlich, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	19 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	18 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 (Toby Herzlich) 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 84 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,546 is reasonable (approximately the 19th 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.