

Pawnee Seed Preservation Society

Executive Director / CEO

EIN 873365509

OK · NTEE K20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Debra Echohawk, Executive Director / CEO** (\$61,952) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

Benchmarked executive: Debra Echohawk — 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 (K20).

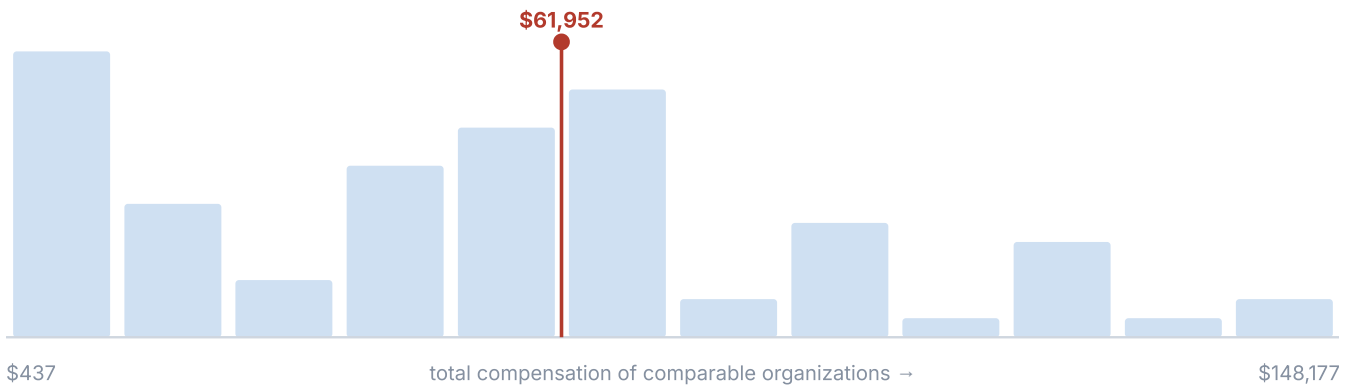
BUDGET Total revenue between \$299,429 and \$670,363 — 0.67x to 1.50x the subject's \$446,909 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (K20), nationwide + budget 0.67–1.5x revenue.

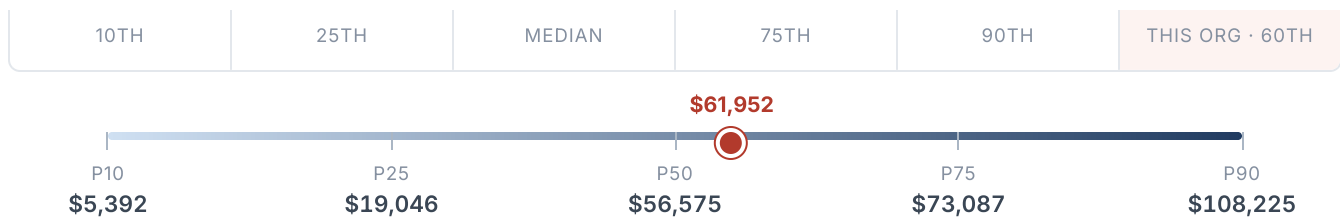
75 organizations qualified on sector, size, and geography

→ **75** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,392	\$19,046	\$56,575	\$73,087	\$108,225	\$61,952
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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 OK 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
The Rice Foundation	VA	\$460,703	President/ Ceo Thru 12/15/23	\$52,730	\$46,237	2024
Food 4 Farmers Inc	VT	\$461,633	Executive Director	\$81,606	\$74,594	2024
Rockland Farm Alliance Inc	NY	\$465,500	Executive Dir.	\$86,538	\$71,016	2024
Hope Gardens	MI	\$424,911	Executive Di	\$65,720	\$61,604	2024
Ludwig Water Users Association Inc	AR	\$424,372	President	\$19,200	\$19,600	2024
Greensgrow Inc	PA	\$421,347	Executive Director	\$20,513	\$19,126	2023
Duffee Water Association Inc	MS	\$418,972	President	\$34,885	\$35,285	2024
Tri-state Local Foods Inc	WV	\$477,164	Market Direc	\$50,000	\$49,165	2024
Value Added Ag Development Center	SD	\$477,993	Executive Di	\$147,841	\$148,177	2024
Sentli Center For Regenerative	TX	\$478,628	Executive Di	\$45,969	\$41,760	2024
Lehi Irrigation Company	UT	\$411,275	President	\$1,500	\$1,394	2024
Lamppost Farm	OH	\$411,075	Executive Dir.	\$59,600	\$59,021	2023
Rio Grande Agricultural Land Trust	NM	\$407,903	Executive Director	\$116,090	\$113,393	2024
Edible Education Experience	FL	\$491,116	Co-executive Director	\$84,900	\$72,432	2024
San Joaquin Valley Quality	CA	\$399,154	Executive V.p.	\$15,600	\$12,595	2023
Altaseads Conservancy Db	CA	\$398,003	President	\$41,667	\$32,675	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Associated Water Users Of The Uinta And	UT	\$394,923	River Commissioner	\$73,000	\$67,852	2024
Livingston County Farm Bureau	IL	\$390,754	Manager	\$99,955	\$86,942	2025
Harvest Seed Project Foundation	TX	\$390,355	Secretary	\$11,548	\$10,491	2024
Gulf Shellfish Institute Inc	FL	\$504,950	Executive Director	\$85,000	\$72,517	2024
East Farm Commercial Fisheries	RI	\$388,202	Executive Director	\$102,500	\$91,895	2023
Pine County Agricultural Society	MN	\$383,025	President	\$1,200	\$1,049	2025
Jk Community Farm	VA	\$382,989	Executive Dir.	\$84,000	\$73,656	2024
North American Intercollegiate	WI	\$512,011	Executive Director	\$58,050	\$53,638	2025
Grow Portland	OR	\$381,184	Executive Di	\$38,834	\$32,751	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 75 organizations. Compensation range \$437–\$148,177; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$446,909); for reference, expenses \$341,532 and assets \$538,015.

ROLE MATCH Debra Echohawk, reported title *"Executive Director"*, 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	60 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	57 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 (Debra Echohawk) 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 75 similarly situated organizations (Same NTEE sector (K20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,952 is reasonable (approximately the 60th 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.