

Synergies Seed Fund Inc

Executive Director / CEO

EIN 932667006

GA · NTEE J02

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Aarti Sahgal, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **423** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J02).
BUDGET	Total revenue between \$201,730 and \$451,635 — 0.67x to 1.50x the subject's \$301,090 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

423 organizations qualified on sector, size, and geography → **423** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,662	\$15,089	\$48,676	\$78,785	\$109,327	\$10,000
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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 GA 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
Christian Womens Job Corps Of Kerr County	TX	\$301,268	Executive Director	\$70,092	\$69,731	2024
Amherst-pelham Education Association	MA	\$301,406	President	\$2,750	\$2,458	2024
Communications Workers Of America Local 3406	LA	\$300,766	President	\$32,587	\$35,687	2024
Afge Nbpc 2554	CA	\$301,527	President	\$23,791	\$20,432	2024
Warriors Ethos Inc	VA	\$301,922	Board Memberexecutive Direct	\$122,571	\$121,178	2023
Afge Local 0449	NC	\$301,934	President	\$8,450	\$8,683	2024
Cornucopia Inc	OH	\$300,090	President / Ceo	\$41,046	\$43,237	2024
Amal Academy Inc	NY	\$300,000	Ceo	\$55,440	\$51,296	2023
First Call For Help Of Ellis County Inc	KS	\$302,465	Executive Dir	\$46,689	\$50,165	2024
I B E W Local 305 Inc	IN	\$299,080	Director	\$47,975	\$50,317	2024
Int'l Union Of District 55 Allied &	NJ	\$303,159	President	\$85,000	\$73,532	2025
Transforma Education Solutions	TX	\$303,832	President	\$38,644	\$39,580	2023
Qualitative Solutions	CA	\$303,988	President & Ceo	\$169,343	\$145,430	2024
Carpenters Local Union No 136	OH	\$297,889	President	\$4,002	\$4,216	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Medical Staff Of Cooley Dickinson	MA	\$297,713	President	\$5,000	\$4,601	2023
Belvedere Real Care Providers Network Inc	MD	\$297,411	Vice President	\$24,000	\$22,975	2023
Food And Medicine - Jobs With	ME	\$297,297	Executive Di	\$19,874	\$20,377	2023
American Federation Of Teachers	NY	\$305,097	President	\$21,068	\$18,446	2025
Million Dollar Teacher Project	AZ	\$296,679	Founder And Ceo	\$72,025	\$67,114	2025
Central Wisconsin Manufacturing	WI	\$306,370	Executive Di	\$72,333	\$75,130	2024
Spotted Eagle Inc	WI	\$295,806	Executive Dir.	\$66,221	\$68,782	2024
American Maritime Officers Master Operating	FL	\$307,077	Executive Director	\$6,120	\$5,718	2024
Sharon Teachers Association Incorporated	MA	\$307,810	Pr And R Chair	\$2,500	\$2,300	2023
Alabama State Nurses Association	AL	\$307,824	Executive Director	\$111,120	\$122,919	2023
Utility Workers Union Of America	MO	\$308,125	President	\$14,464	\$15,236	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	423 organizations. Compensation range \$18–\$554,918; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$301,090); for reference, expenses \$54,705 and assets \$252,485. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Aarti Sahgal, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	20 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	29 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 (Aarti Sahgal) 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 423 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 20th 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.