

New Seed Foundation

Executive Director / CEO

EIN **942821843**
 NJ · NTEE Z99Z
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Joan Laurence, Executive Director / CEO** (\$103,898) against **every comparable organization** that fit the selection criteria — **174** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

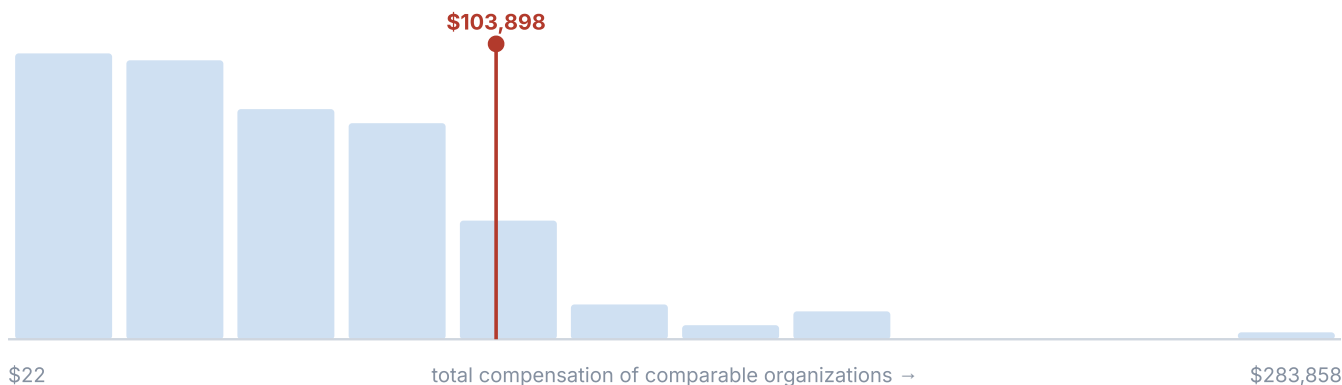
Benchmarked executive: Joan Laurence — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

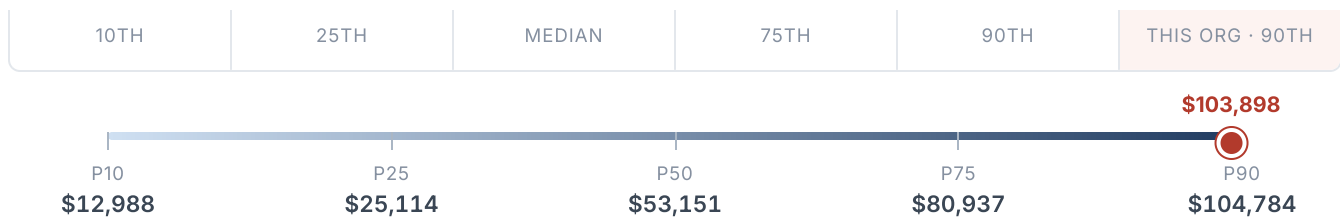
SECTOR	Organizations sharing the subject's NTEE classification (Z99Z).
BUDGET	Total revenue between \$160,895 and \$360,213 — 0.67x to 1.50x the subject's \$240,142 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

174 organizations qualified on sector, size, and geography → **174** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,988	\$25,114	\$53,151	\$80,937	\$104,784	\$103,898
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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 NJ 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
Civic Ensemble Inc	NY	\$240,430	Executive Director	\$48,576	\$49,163	2024
Upward Bound Study Center Inc	CA	\$241,747	Education Coordinator	\$35,382	\$35,230	2023
People Of Praise Vancouver Wa	WA	\$241,899	President	\$33,000	\$32,238	2025
Love In The Name Of Christ Of Skagi	WA	\$238,190	Executive Director	\$66,021	\$66,203	2024
Desales Community Development	MO	\$243,710	Chief Operating Officer	\$31,913	\$37,858	2024
Peace Grove Inc	CA	\$244,008	President	\$43,669	\$43,482	2023
Yucaipa Swim Team Inc	CA	\$235,834	Executive Di	\$58,000	\$56,094	2024
Economic Development Corporation	CA	\$235,716	Executive Director	\$110,027	\$106,412	2024
World Population Balance	MN	\$235,217	Executive Director	\$86,798	\$96,060	2024
Coaches Honor Inc	FL	\$235,037	Executive Di	\$64,900	\$70,303	2023
Clallam-jefferson County Pro Bono	WA	\$245,920	Executive Director	\$78,840	\$81,393	2023
Residential Rehabilitation Housing Inc	MA	\$246,131	President	\$43,324	\$43,604	2024
Pitcare Inc	PA	\$233,576	Treasurer	\$22,300	\$25,643	2023
Womens Own Worth	AR	\$247,333	Chairperson	\$24,000	\$30,215	2024
Present Help In The Time Of Trouble Refuge Inc	PA	\$247,484	Ceo/president	\$28,472	\$31,801	2024
International Association Of Pastel	MA	\$247,646	Executive Director	\$77,361	\$80,161	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Indigenous Training Ministries Inc	FL	\$247,691	Executive Director	\$43,288	\$46,892	2023
Our House Of Central Vermont Inc	VT	\$247,835	Executive Director	\$66,155	\$76,781	2023
Caribou County Senior Citizens Inc	ID	\$232,074	Director	\$31,100	\$38,150	2023
Alliance For Education Solutions Inc	CA	\$232,064	Executive Director	\$32,500	\$32,361	2023
Together For West Philadelphia	PA	\$231,936	Executive Director	\$69,888	\$78,060	2024
Community Vitalization Council	CA	\$248,526	President	\$26,600	\$25,726	2024
South Coast Chorale Inc	CA	\$248,605	Executive Director	\$11,201	\$11,153	2023
Stanislaus Partners In Education	CA	\$231,523	Executive Director	\$50,610	\$48,947	2024
Danville Girls Chorus	CA	\$249,208	Artistic Dir	\$35,695	\$34,522	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 174 organizations. Compensation range \$22–\$283,858; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$240,142); for reference, expenses \$211,797 and assets \$1,085,885.

ROLE MATCH Joan Laurence, reported title "*CHIEF EXECUTIVE OFFICER*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 28 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	90 th
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	75 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 (Joan Laurence) 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 10, 2026, comparing compensation against 174 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,898 is reasonable (approximately the 90th 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 10, 2026.