

Patrons Of Husbandry Maine State Grange

Executive Director / CEO

EIN 016022320
 ME · NTEE K20C
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Sherry Harriman, Executive Director / CEO** (\$16,500) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

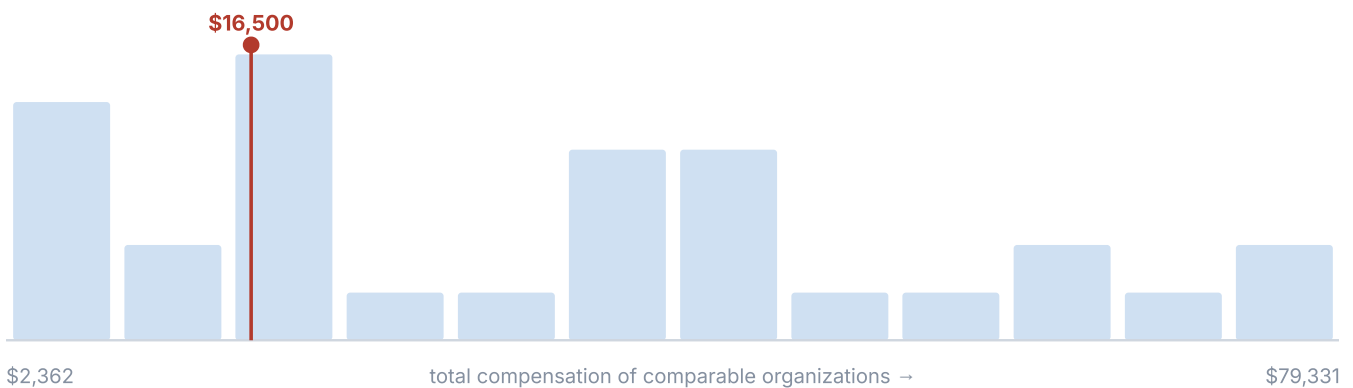
Benchmarked executive: Sherry Harriman — reported title “Master”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (K20C).
- BUDGET** Total revenue between \$101,663 and \$227,605 — 0.67x to 1.50x the subject's \$151,737 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (K20), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|----------|----------|----------|----------|----------|
| \$5,896 | \$16,466 | \$33,081 | \$46,343 | \$62,635 | \$16,500 |
|---------|----------|----------|----------|----------|----------|



● 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 ME 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 |
|--|-------|-----------|--------------------|-----------------|-----------------|------|
| Texas Farmers Union Inc | TX | \$149,966 | President | \$35,807 | \$36,827 | 2023 |
| Jefferson Growers Artisans And Prod | WV | \$154,971 | Executive Director | \$15,514 | \$16,775 | 2024 |
| Mar-del Watermelon Association Inc | MD | \$143,609 | Secretary/tr | \$14,400 | \$13,841 | 2023 |
| Obrien County Livestock Show | IA | \$165,697 | Secretary | \$2,160 | \$2,362 | 2024 |
| Pembroke Agriculture Corporation | IL | \$136,281 | President | \$16,524 | \$16,702 | 2023 |
| Fauquier Education Farm Inc | VA | \$168,827 | Executive Director | \$74,180 | \$71,528 | 2024 |
| Rio Grande Community Farms | NM | \$134,134 | Executive Di | \$28,159 | \$30,246 | 2024 |
| Farmers Market Management Services | NC | \$133,076 | President | \$34,806 | \$35,916 | 2024 |
| Allegheny Mountain Institute | VA | \$131,428 | Executive Di | \$17,000 | \$16,392 | 2024 |
| Oklahoma Wheat Research Foundation Inc | OK | \$180,818 | Sec/treasurer | \$10,000 | \$10,713 | 2025 |
| E-roadmap Inc | FL | \$121,379 | Executive Director | \$47,167 | \$44,250 | 2024 |
| Grower-shipper Association Foundation | CA | \$185,507 | Executive Director | \$83,820 | \$74,417 | 2023 |
| Fat Beet Foundation Inc | FL | \$115,200 | Board Member | \$9,187 | \$8,619 | 2024 |
| Bionutrient Food Association Inc | MA | \$191,809 | Executive Di | \$61,890 | \$55,541 | 2024 |
| The Richards Irrigation Company | UT | \$107,160 | President | \$5,500 | \$5,622 | 2024 |
| Western Growers Foundation | CA | \$196,357 | President And Ceo | \$51,830 | \$46,016 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|--------------------|-----------------|-----------------|------|
| Overlook Food Awareness Resource Of Massachusetts Inc | MA | \$104,578 | Executive Director | \$29,923 | \$27,647 | 2023 |
| Farm To School Frederick | MD | \$104,415 | Executive Director | \$17,957 | \$16,766 | 2024 |
| White Rock Local Market Inc | TX | \$104,278 | Outgoing Director | \$46,500 | \$46,452 | 2024 |
| Honore Farm And Mill | CA | \$203,746 | Executive Director | \$49,087 | \$43,580 | 2023 |
| Georgia Minority Outreach | GA | \$211,029 | Program Mana | \$49,820 | \$51,504 | 2023 |
| Kindness Farm | OR | \$213,995 | President | \$38,961 | \$37,200 | 2023 |
| Lewis Educational Agricultural Farm | CT | \$217,126 | Executive Director | \$17,900 | \$17,256 | 2023 |
| Lee County Fair Association | IL | \$217,716 | Secretary | \$3,900 | \$3,730 | 2025 |
| Iglesias Gardens Co | PA | \$218,244 | Board Member | \$5,950 | \$5,926 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 30 organizations. Compensation range \$2,362–\$79,331; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$151,737); for reference, expenses \$154,351 and assets \$2,413,679.

ROLE MATCH Sherry Harriman, reported title "*Master*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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 | 27 th |
| Total compensation (D + F), as reported (no adjustments) | 30 th |
| Reportable pay only (column D), adjusted | 30 th |
| All sources (D + E + F), adjusted | 27 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 (Sherry Harriman) 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 30 similarly situated organizations (Same NTEE sector (K20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,500 is reasonable (approximately the 27th 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.