

# Hillside Agricultural Society

Executive Director / CEO

EIN 042581320  
 MA · NTEE K99Z  
 FY ending 2025-09-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Albert Judd, Executive Director / CEO** (\$1,750) 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 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

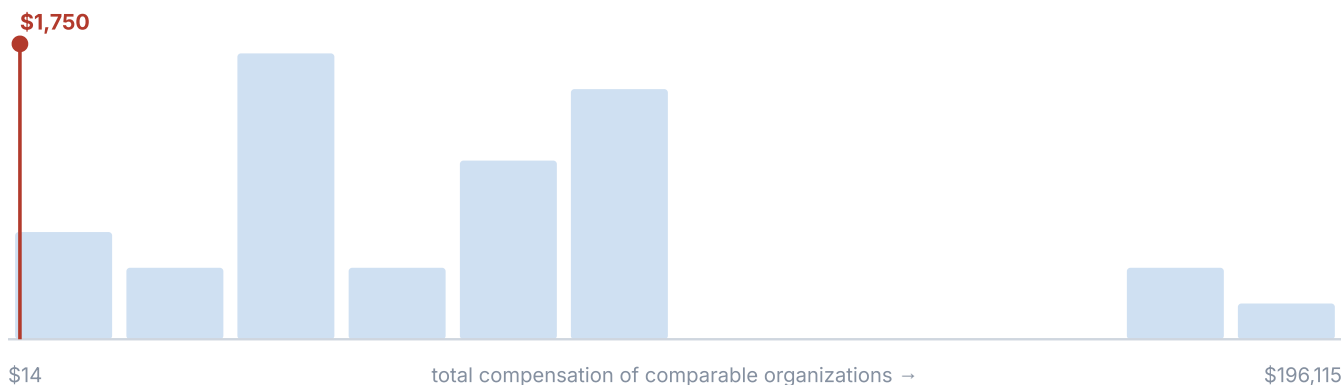
**Benchmarked executive:** Albert Judd — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K99Z).
BUDGET	Total revenue between \$285,344 and \$638,830 — 0.67x to 1.50x the subject's \$425,887 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K99), 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



\$27,391	\$38,043	\$59,687	\$83,534	\$94,296	<b>\$1,750</b>
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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 MA 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
<a href="#">Urban Community Agri-nomics Ucan</a>	NC	\$401,221	Executive Di	\$30,200	<b>\$35,644</b>	2024
<a href="#">Organiceye Inc</a>	WI	\$457,331	Executive Director	\$142,806	<b>\$170,359</b>	2024
<a href="#">Wells For Life</a>	KS	\$390,266	Key Employee	\$66,000	<b>\$83,851</b>	2023
<a href="#">North American Vegetarian Society</a>	NY	\$389,680	President And Treasurer	\$50,800	<b>\$52,435</b>	2024
<a href="#">Fort Worth Food &amp; Wine Foundation</a>	TX	\$470,466	Director/executive Directo	\$69,615	<b>\$81,894</b>	2023
<a href="#">Broad Street Market Alliance</a>	PA	\$376,010	Director	\$73,200	<b>\$85,845</b>	2023
<a href="#">Food4kids Backpack Program Of North Florida Inc</a>	FL	\$368,640	Executive Director	\$36,212	<b>\$40,006</b>	2023
<a href="#">Mwanzo</a>	WA	\$365,792	Director	\$80,751	<b>\$82,583</b>	2024
<a href="#">Foodshot Global Inc</a>	NY	\$361,782	Executive Director	\$190,000	<b>\$196,115</b>	2024
<a href="#">Outpost Agriculture Inc</a>	OR	\$357,990	President	\$13	<b>\$14</b>	2023
<a href="#">Our New Way Garden Inc</a>	NY	\$351,174	President	\$40,000	<b>\$41,287</b>	2024
<a href="#">Food Strong</a>	OH	\$515,699	Executive Director	\$54,138	<b>\$67,433</b>	2023
<a href="#">Healthy Archuleta Inc</a>	CO	\$516,454	Secretary	\$6,527	<b>\$7,361</b>	2023
<a href="#">Grow Jackson</a>	MI	\$332,851	Executive Director	\$67,388	<b>\$79,451</b>	2024
<a href="#">Highland Youth Garden Inc</a>	OH	\$520,279	Executive Director	\$67,921	<b>\$84,600</b>	2023
<a href="#">Organic Voices</a>	NH	\$523,201	Executive Director	\$161,869	<b>\$170,728</b>	2024
<a href="#">Community Food Initiatives</a>	OH	\$323,073	Past Director	\$29,162	<b>\$35,282</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fox Valley Food For Health Inc</a>	IL	\$317,807	Executive Di	\$43,846	<b>\$50,692</b>	2023
<a href="#">Incubator Kitchen Collective</a>	KY	\$307,620	Executive Di	\$54,546	<b>\$66,939</b>	2024
<a href="#">Farm And Craft Market Inc</a>	CA	\$544,608	President	\$40,500	<b>\$39,948</b>	2024
<a href="#">Native Food And Nutrition Resource</a>	NM	\$551,579	Executive Di	\$24,700	<b>\$30,346</b>	2024
<a href="#">Mckeesport Meals On Wheels Inc</a>	PA	\$295,500	Coordinator	\$26,000	<b>\$29,617</b>	2024
<a href="#">City Greens Market Inc</a>	MO	\$566,610	Executive Director	\$62,620	<b>\$75,760</b>	2024
<a href="#">Foodright Inc</a>	WI	\$572,027	Ceo	\$71,833	<b>\$85,693</b>	2024
<a href="#">The Central Rivers Farmshed Inc</a>	WI	\$590,962	Executive Director	\$35,847	<b>\$42,763</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2025 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 MA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 30 organizations. Compensation range \$14–\$196,115; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$425,887); for reference, expenses \$360,739 and assets \$2,012,202.

**ROLE MATCH** Albert Judd, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**OUTLIERS** 3 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	3 <sup>rd</sup>
All sources (D + E + F), adjusted	3 <sup>rd</sup>

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 (Albert Judd) 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 (K99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,750 is reasonable (approximately the 3<sup>rd</sup> 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.