

Institute For Food And Development Policy Inc

Executive Director / CEO

EIN 132838167
 CA · NTEE Q055
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Ellen Harris, Executive Director / CEO** (\$146,731) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

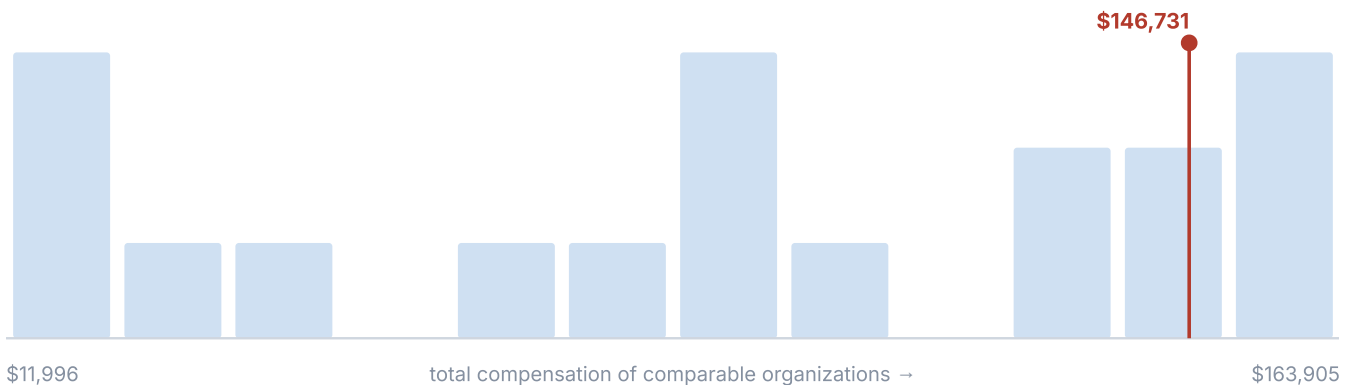
Benchmarked executive: Ellen Harris — reported title “EXECUTIVE DIRECTOR - UNTIL 05/22/2023”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

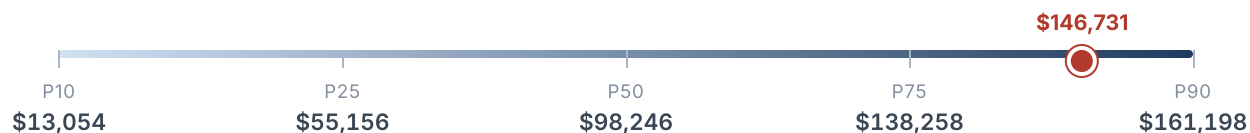
SECTOR	Organizations sharing the subject's NTEE classification (Q055).
BUDGET	Total revenue between \$180,824 and \$404,830 — 0.67x to 1.50x the subject's \$269,887 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q05), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,054 10TH	\$55,156 25TH	\$98,246 MEDIAN	\$138,258 75TH	\$161,198 90TH	\$146,731 THIS ORG · 83RD
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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 CA 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
Armenian National Institute Inc	DC	\$255,188	Director	\$31,693	\$32,208	2023
Global Development Network Inc	VA	\$285,999	President Until December 2022	\$10,728	\$11,996	2023
Middle East Policy Council	DC	\$286,336	Executive Director	\$160,000	\$162,599	2023
Nautilus Of America Inc	CA	\$250,590	Executive Dir.	\$133,007	\$133,007	2023
World Affairs Council Of Arizona Inc	AZ	\$238,456	Executive Director	\$81,003	\$90,217	2023
Amazon Center For Environmental	PA	\$304,861	President	\$12,000	\$13,461	2024
Policy And Economic Research	NC	\$230,371	President	\$66,875	\$80,023	2023
World Affairs Council Of New Hampshire	NH	\$321,406	Executive Director	\$97,060	\$103,789	2023
Reinventing Bretton Woods Foundation	NY	\$322,194	President & Executive Director	\$158,000	\$160,598	2024
The World Affairs Council Of San Antonio	TX	\$330,189	Executive Director	\$113,979	\$128,249	2024
Integrative Strategies Forum Inc	MD	\$196,907	Executive Director	\$91,659	\$99,238	2023
Carey Institute For Global Good Inc	NY	\$193,593	President	\$11,567	\$12,105	2023
Americans For A Safe Israel Inc	NY	\$189,141	Director	\$95,680	\$97,254	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Intelligence And National Security	VA	\$184,109	President	\$45,841	\$49,788	2024
Development Data Lab Inc	DC	\$360,545	Executive Director	\$138,500	\$140,750	2023
The 1990 Institute	CA	\$374,677	Executive Director	\$73,365	\$71,260	2024
Womens Foreign Policy Group Inc	DC	\$379,621	Executive Director	\$137,770	\$140,008	2023
Women Forward International	CA	\$394,405	President & Executive Dire	\$168,746	\$163,905	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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 18 organizations. Compensation range \$11,996–\$163,905; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$269,887); for reference, expenses \$797,628 and assets \$884,236. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Ellen Harris, reported title *"EXECUTIVE DIRECTOR - UNTIL 05/22/2023"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 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	83 rd
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	67 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 (Ellen Harris) 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 18 similarly situated organizations (Same NTEE sector (Q05), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$146,731 is reasonable (approximately the 83rd 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.