

Dutchess County Sheep & Wool

Executive Director / CEO

EIN 141800663
 NY · NTEE K26
 FY ending 2024-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Margey Hedges, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **420** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Margey Hedges — reported title “BOARD MEMBER”, 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 (K26).
BUDGET	Total revenue between \$278,106 and \$622,627 — 0.67x to 1.50x the subject's \$415,085 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

420 organizations qualified on sector, size, and geography → **420** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,051	\$33,654	\$57,704	\$81,227	\$107,575	\$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 NY 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
From Farm To Table Inc	NY	\$416,406	Executive Director	\$108,372	\$111,573	2023
Metro Lifestyle Ministries Inc	AL	\$413,219	Secretary-treasurer	\$9,100	\$10,880	2024
New Orleans Food Policy Advisory Committee	LA	\$417,093	Director	\$83,261	\$104,456	2023
Morrison County Food Shelf	MN	\$412,464	Executive Director	\$30,188	\$33,010	2024
The Berry Good Food Foundation Inc	CA	\$412,149	Board Member	\$36,565	\$34,941	2024
Bigger Table	IL	\$411,341	Executive Director	\$47,917	\$52,132	2024
Lehi Irrigation Company	UT	\$411,275	President	\$1,500	\$1,699	2024
Duffee Water Association Inc	MS	\$418,972	President	\$34,885	\$42,997	2024
Fork Over Love Inc	PA	\$418,981	Director/ceo	\$72,000	\$79,458	2024
Lamppost Farm	OH	\$411,075	Executive Dir.	\$59,600	\$71,921	2023
Columbia Farmers Market Inc	MO	\$411,034	Executive Director	\$60,760	\$71,218	2024
Gatesville Care Center	TX	\$410,582	Co-director	\$20,400	\$22,583	2024
Turnaround Resource Center Inc	KY	\$420,228	Executive Dir.	\$36,217	\$43,060	2024
Human Agricultural Cooperative Inc	IN	\$421,173	President	\$1,000	\$1,202	2023
Greensgrow Inc	PA	\$421,347	Executive Director	\$20,513	\$23,307	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Organic Coalition Inc	MA	\$408,748	Executive Di	\$86,436	\$88,496	2023
West Michigan Food Processing	MI	\$408,520	Executive Di	\$119,739	\$140,812	2023
Rio Grande Agricultural Land Trust	NM	\$407,903	Executive Director	\$116,090	\$138,178	2024
Child Development Nutrition Program Inc	TX	\$423,022	President	\$35,800	\$40,801	2023
Community Green Farms	KS	\$406,662	Executive Director	\$99,875	\$119,406	2024
Feed The Needy	TN	\$424,121	Chairwoman And Ceo	\$32,196	\$37,452	2024
Ludwig Water Users Association Inc	AR	\$424,372	President	\$19,200	\$23,883	2024
Hope Gardens	MI	\$424,911	Executive Di	\$65,720	\$75,069	2024
The Harbor Dish Inc	FL	\$425,017	Director	\$36,663	\$38,115	2024
State College Area Meals On Wheels	PA	\$425,036	Executive Director	\$66,410	\$73,289	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **420** organizations. Compensation range \$13–\$512,890; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$415,085); for reference, expenses \$334,348 and assets \$1,284,876.

ROLE MATCH	Margey Hedges, reported title " <i>BOARD MEMBER</i> ", 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	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	7 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	7 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 (Margey Hedges) 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 420 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 7th 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.