

# Chenango County Agricultural Society

Executive Director / CEO

EIN 150587923

NY · NTEE N520

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Peter Richman, Executive Director / CEO** (\$9,835) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

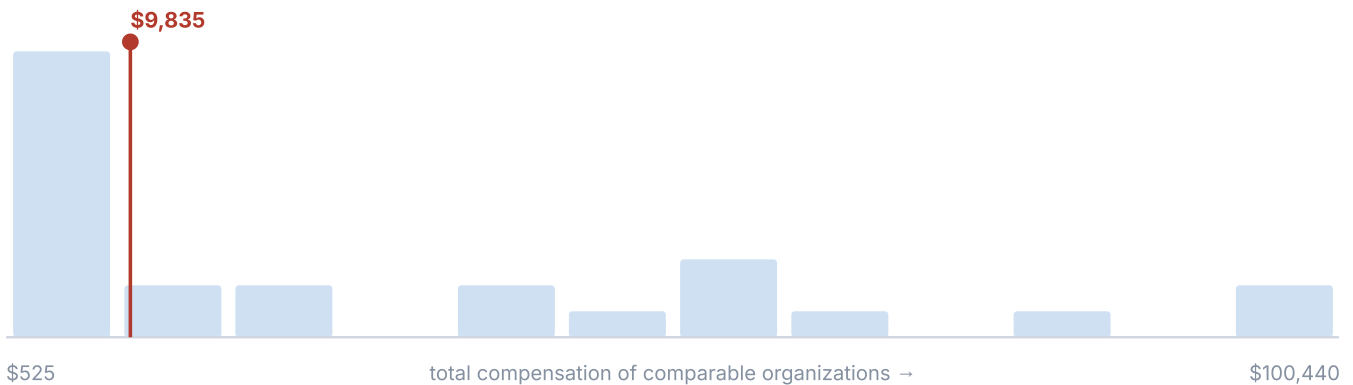
**Benchmarked executive:** Peter Richman — reported title "GROUNDSKEEPER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N520).
- BUDGET** Total revenue between \$167,160 and \$374,239 — 0.67x to 1.50x the subject's \$249,493 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N52), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,854	\$5,816	\$10,627	\$53,874	\$75,001	\$9,835
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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
<a href="#">Crested Butte Wildflower Festival Inc</a>	CO	\$248,409	Executive Director	\$52,000	<b>\$56,809</b>	2023
<a href="#">Louisville Third Century Inc</a>	KY	\$246,737	President	\$82,054	<b>\$100,440</b>	2023
<a href="#">Central Panhandle Fair In Bay County</a>	FL	\$244,639	Director	\$18,400	<b>\$19,129</b>	2024
<a href="#">Pembina County Annual Fair And Exhibition Association</a>	ND	\$254,368	Treasurer	\$4,235	<b>\$5,295</b>	2023
<a href="#">Westchester Science And</a>	NY	\$240,124	President	\$5,000	<b>\$5,148</b>	2023
<a href="#">Chippewa County Fair Association</a>	MN	\$236,753	Director	\$6,155	<b>\$6,730</b>	2024
<a href="#">The New Wayne County Agricultural Fair</a>	IL	\$264,752	Sec/treas	\$4,710	<b>\$5,124</b>	2024
<a href="#">Union County Fair Association</a>	AR	\$265,861	President	\$4,770	<b>\$5,934</b>	2024
<a href="#">Michigan Festivals And Events</a>	MI	\$226,665	Ceo	\$54,615	<b>\$62,384</b>	2024
<a href="#">Ozaukee County Fair</a>	WI	\$282,997	President	\$975	<b>\$1,127</b>	2024
<a href="#">Delta Agribusiness</a>	TN	\$205,388	Director	\$28,955	<b>\$34,676</b>	2023
<a href="#">Pridefest</a>	WA	\$294,584	Executive Director	\$54,375	<b>\$53,874</b>	2024
<a href="#">Uil Region Xv Music Executive Committee</a>	TX	\$296,921	Executive Sec.	\$40,596	<b>\$44,940</b>	2024
<a href="#">Monona County Fair Association</a>	IA	\$302,820	Secretary	\$4,800	<b>\$5,816</b>	2024
<a href="#">Festivals Of Cedarburg Inc</a>	WI	\$303,185	Executive Director	\$45,661	<b>\$54,332</b>	2023
<a href="#">Goodview Activity Group</a>	MN	\$190,055	Gambling Manager	\$34,680	<b>\$37,922</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Renville County Agricultural Society</a>	MN	\$180,329	Secretary	\$2,750	<b>\$3,007</b>	2024
<a href="#">South Carolina Festival Of Flowers</a>	SC	\$175,757	President An	\$83,654	<b>\$99,432</b>	2023
<a href="#">Native Foods Education Organiz</a>	OH	\$323,232	Chairperson	\$15,250	<b>\$18,402</b>	2023
<a href="#">Nolan County Livestock Association</a>	TX	\$331,830	Executive Dir.	\$9,600	<b>\$10,627</b>	2024
<a href="#">Harinam Festivals Inc</a>	NC	\$340,348	Treasurer	\$7,200	<b>\$8,233</b>	2024
<a href="#">Waseca County Agricultural Society</a>	MN	\$344,150	Sec/treasurer	\$9,500	<b>\$10,388</b>	2024
<a href="#">Shelby County Fair Association Inc</a>	IN	\$347,163	President	\$450	<b>\$525</b>	2024
<a href="#">Culinaria</a>	TX	\$355,678	Ceo	\$75,350	<b>\$83,412</b>	2024
<a href="#">South Central Fair Association Inc</a>	VA	\$366,472	Secretary/manager	\$7,560	<b>\$8,078</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 25 organizations. Compensation range \$525–\$100,440; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$249,493); for reference, expenses \$284,517 and assets \$319,570.

**ROLE MATCH** Peter Richman, reported title "*GROUNDKEEPER*", 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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	52 <sup>nd</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	44 <sup>th</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 (Peter Richman) 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 25 similarly situated organizations (Same NTEE sector (N52), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,835 is reasonable (approximately the 44<sup>th</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 10, 2026.