

International Milling Education

This analysis benchmarks the total compensation of **Melinda Farris Related O - Ceo, Executive Director / CEO** (\$43,304) against **every comparable organization** that fit the selection criteria — **132** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

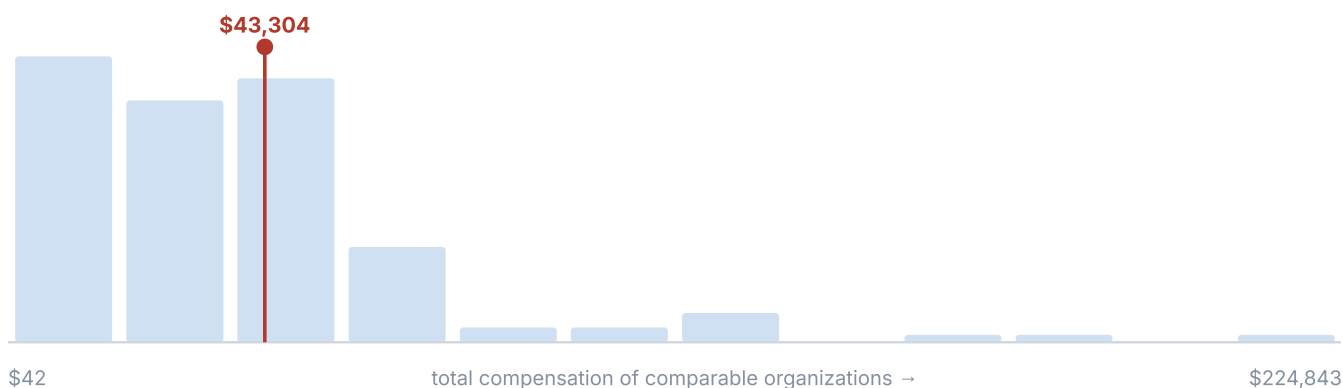
Benchmarked executive: Melinda Farris Related O - Ceo — reported title "BOARD SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K19).
BUDGET	Total revenue between \$96,301 and \$215,601 — 0.67× to 1.50× the subject's \$143,734 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue.

132 organizations qualified on sector, size, and geography → **132** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,761 10TH	\$15,525 25TH	\$34,201 MEDIAN	\$47,780 75TH	\$68,880 90TH	\$43,304 THIS ORG · 67TH
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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 KS 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
Mar-del Watermelon Association Inc	MD	\$143,609	Secretary/tr	\$14,400	\$12,829	2023
Meals On Wheels Of Somerset County	PA	\$144,531	Employee	\$32,847	\$30,320	2024
Taunton Area Community Table Inc	MA	\$144,909	Director	\$39,000	\$33,398	2023
Martha's Table So Inc	DC	\$142,307	President And Ceo	\$9,987	\$8,352	2023
Center For Agricultural Resilience	GA	\$145,280	Executive Di	\$55,000	\$52,702	2023
Feed Buffalo Inc	NY	\$141,575	Executive Director	\$74,254	\$63,943	2023
American Jersey Cattle Club	OH	\$146,119	Executive Secretary	\$16,840	\$16,997	2023
Three Springs Community Farm	CA	\$140,993	Board Member	\$52,690	\$42,115	2024
Junction City Local Aid	OR	\$147,846	Pantry Coordinator	\$28,444	\$25,172	2023
Gumdrops Nfp	IL	\$148,370	President	\$31,200	\$28,392	2024
Community Food Bank	IN	\$149,069	Manager	\$12,000	\$11,714	2024
Hope Full Life Center Inc	NY	\$137,707	Executive Director	\$6,500	\$5,437	2024
Texas Farmers Union Inc	TX	\$149,966	President	\$35,807	\$34,134	2023
Neversink Agricultural Society Inc	NY	\$137,025	Presidentdirector	\$1,200	\$1,004	2024
Our Kitchen Table	MI	\$136,680	Director	\$32,860	\$32,323	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pembroke Agriculture Corporation	IL	\$136,281	President	\$16,524	\$15,481	2023
Iowa Farm Bureau Federation	IA	\$151,484	President	\$100	\$101	2024
Red Door Food Pantry Inc	GA	\$135,932	Executive Dir.	\$38,686	\$36,006	2024
Patrons Of Husbandry Maine State Grange	ME	\$151,737	Master	\$16,500	\$15,294	2024
His Supper Table	WA	\$134,887	Trustee	\$1,200	\$994	2024
Rio Grande Community Farms	NM	\$134,134	Executive Di	\$28,159	\$28,034	2024
Forsyth Backpack Program	NC	\$153,389	Executive Director	\$18,343	\$17,091	2025
Utah Pork Producers Association	UT	\$134,066	Executive Director	\$65,794	\$62,331	2024
Richmond Food Shelf And Thrift Store Inc	VT	\$154,160	Executive Director	\$42,482	\$39,580	2024
Farmers Market Management Services	NC	\$133,076	President	\$34,806	\$33,289	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 132 organizations. Compensation range \$42–\$224,843; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$143,734); for reference, expenses \$69,088 and assets \$2,396,540. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Melinda Farris Related O - Ceo, reported title "BOARD SECRETARY", 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	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	67 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Melinda Farris Related O - Ceo) 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 13, 2026, comparing compensation against 132 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,304 is reasonable (approximately the 67th 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 13, 2026.