

Pennsylvania Farm Link Inc

Executive Director / CEO

EIN 232846913

PA · NTEE J20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Darlene Livingston, Executive Director / CEO** (\$68,987) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Darlene Livingston — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$170,368 and \$381,421 — 0.67x to 1.50x the subject's \$254,281 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,172	\$41,856	\$66,765	\$82,423	\$92,394	\$68,987
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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 PA 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
Experience Now Inc	VA	\$256,444	President & Ceo	\$36,924	\$36,807	2023
Harrison House Of Hope	AR	\$252,102	Ex Director	\$43,260	\$50,202	2023
Executive Alliance Inc	MD	\$257,280	Exec. Director	\$95,000	\$89,063	2024
Partnership For Career Development	PA	\$250,914	President	\$125,000	\$125,000	2024
Dress For Success Des Moines	IA	\$258,798	Executive Director	\$42,692	\$46,875	2024
Minnesota Africans United	MN	\$248,785	Ceo	\$95,762	\$97,689	2023
Michigan Assessing Coalition Inc	MI	\$261,634	Executive Director	\$21,177	\$21,919	2024
Christian Womens Job Corps Of Mclennan	TX	\$264,639	Executive Director	\$64,260	\$66,362	2023
The Diversity Pledge Institute	OH	\$265,693	Executive Director	\$102,385	\$108,742	2024
Oregon Acte Inc	OR	\$242,007	Executive Director	\$40,500	\$38,829	2023
Inter-city Services Inc	CA	\$266,608	Executive Director	\$30,382	\$26,308	2024
Siskiyou County Jobs Council	CA	\$266,910	Executive Dir.	\$26,689	\$23,792	2023
Employment Service Consultants Inc	CA	\$241,439	President & Ceo	\$70,470	\$62,822	2023
Instruction Construction	OR	\$240,283	Executive Director	\$90,000	\$86,286	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Youth Development Through Law	CA	\$236,575	Executive Dir.	\$68,172	\$59,030	2024
Ccyp Inc	MA	\$273,215	Ceo	\$92,060	\$85,406	2023
The Journey Forward	IL	\$235,172	Executive Director	\$90,366	\$89,087	2024
Steadfast Foundation	LA	\$234,472	Executive Director	\$76,096	\$81,859	2025
Assisted Employment Services Inc	FL	\$234,395	President	\$72,897	\$68,671	2024
Utah Women In The Trades	UT	\$233,963	Executive Director	\$47,820	\$49,078	2024
Northern Tier Industry And Education Consortium In	PA	\$280,735	Executive Director	\$37,798	\$37,798	2024
The Center For Urban	MA	\$227,568	Executive Di	\$26,783	\$24,134	2024
Diffvelopment	NJ	\$281,193	Ceo	\$43,750	\$39,170	2024
Dress For Success Worcester Inc	MA	\$284,377	Executive Director	\$80,604	\$72,633	2024
Northeast Pennsylvania Manufacturers And	PA	\$221,987	Exec Director	\$72,610	\$74,755	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **70** organizations. Compensation range \$2,799–\$559,509; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$254,281); for reference, expenses \$237,461 and assets \$166,949.
ROLE MATCH	Darlene Livingston, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	56 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	51 st

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 (Darlene Livingston) 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 70 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,987 is reasonable (approximately the 56th 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.