

Mission Harvest America Inc

Executive Director / CEO

EIN 311567889

TX · NTEE Q330

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gary Adams Dr, Executive Director / CEO** (\$7,864) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Gary Adams Dr — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q330).

BUDGET Total revenue between \$25,731 and \$57,607 — 0.67x to 1.50x the subject's \$38,405 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,494	\$11,967	\$28,281	\$44,167	\$120,993	\$7,864
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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 TX 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
Friends Of Iiasa	DC	\$38,446	Executive Director And Secretary	\$46,000	\$41,546	2023
Global & Theological Trends Inc	TX	\$37,777	Board Member	\$120,000	\$120,000	2024
Blumont Inc	VA	\$36,190	President & Ceo	\$476,965	\$460,387	2024
Project Nadiya Incorporated	MA	\$42,996	President	\$10,000	\$8,983	2024
American Nicaraguan Foundation Inc	FL	\$31,685	Administrative Officer	\$42,000	\$39,443	2024
Friends Of The Amazon	CA	\$45,241	President	\$82,443	\$71,167	2024
Compassion Care For Disabled Children Inc	MD	\$29,826	Ceoexec Dir	\$13,185	\$12,005	2025
Wheelchair Angels Inc	MT	\$29,661	Director	\$21,291	\$23,621	2023
The Global Assistance Foundation Inc	FL	\$47,168	President	\$1	\$1	2023
Partners Of The Americas Foundation	DC	\$28,862	Ceo/president	\$59,308	\$52,028	2024
Peace Through Commerce Inc	TX	\$28,470	Director, Ceo, President	\$132	\$132	2024
Institute Of Human Relations Of The American Jewish Committee	NY	\$28,247	Chief Executive Officer (See Schedule J) - Until September 30, 2022	\$139,702	\$129,926	2023
The Rose Foundation Of Haiti Inc	NJ	\$27,808	Vice President	\$3,000	\$2,757	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation Rwanda Inc	NY	\$49,573	Executive Director & Vice-president	\$36,400	\$33,853	2023
International Women's Democracy Center	DC	\$52,039	President	\$22,500	\$19,738	2024
Hope In The Night	MN	\$52,078	President	\$12,000	\$11,854	2024
Worldlink Associates	MN	\$54,758	President	\$39,500	\$39,018	2024
International Aid For Korean Animals	CA	\$55,223	President	\$25,000	\$21,581	2024
Utah Refugee Goats	UT	\$55,258	President	\$28,385	\$29,900	2023
Code For India Inc	CA	\$57,350	Ceo	\$30,000	\$26,662	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 20 organizations. Compensation range \$1–\$460,387; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$38,405); for reference, expenses \$124,602 and assets \$368,573. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Gary Adams Dr, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	15 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	15 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 (Gary Adams Dr) 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 20 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,864 is reasonable (approximately the 15th 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.