

# Our New Way Garden Inc

Executive Director / CEO

EIN 455284613  
 NY · NTEE K99  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Amy Benerofe, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

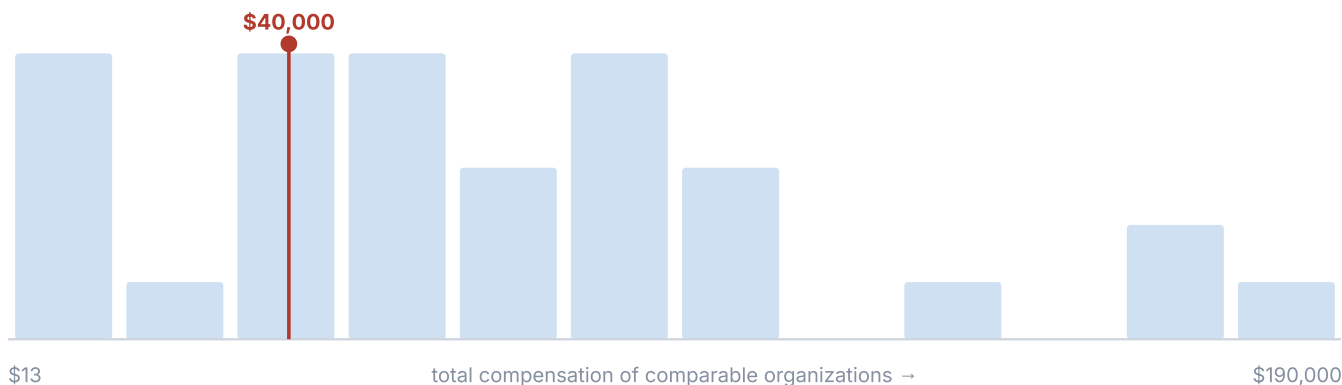
**Benchmarked executive:** Amy Benerofe — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K99).
BUDGET	Total revenue between \$235,286 and \$526,761 — 0.67x to 1.50x the subject's \$351,174 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K99), nationwide + budget 0.67–1.5x revenue.

**31** organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,055	\$36,646	\$61,077	\$82,566	\$139,818	\$40,000
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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
<a href="#">Outpost Agriculture Inc</a>	OR	\$357,990	President	\$13	<b>\$13</b>	2023
<a href="#">Foodshot Global Inc</a>	NY	\$361,782	Executive Director	\$190,000	<b>\$190,000</b>	2024
<a href="#">Mwanzo</a>	WA	\$365,792	Director	\$80,751	<b>\$80,007</b>	2024
<a href="#">Food4kids Backpack Program Of North Florida Inc</a>	FL	\$368,640	Executive Director	\$36,212	<b>\$38,759</b>	2023
<a href="#">Grow Jackson</a>	MI	\$332,851	Executive Director	\$67,388	<b>\$76,974</b>	2024
<a href="#">Broad Street Market Alliance</a>	PA	\$376,010	Director	\$73,200	<b>\$83,169</b>	2023
<a href="#">Community Food Initiatives</a>	OH	\$323,073	Past Director	\$29,162	<b>\$34,181</b>	2024
<a href="#">Fox Valley Food For Health Inc</a>	IL	\$317,807	Executive Di	\$43,846	<b>\$49,112</b>	2023
<a href="#">North American Vegetarian Society</a>	NY	\$389,680	President And Treasurer	\$50,800	<b>\$50,800</b>	2024
<a href="#">Wells For Life</a>	KS	\$390,266	Key Employee	\$66,000	<b>\$81,237</b>	2023
<a href="#">Incubator Kitchen Collective</a>	KY	\$307,620	Executive Di	\$54,546	<b>\$64,852</b>	2024
<a href="#">Urban Community Agri-nomics Ucan</a>	NC	\$401,221	Executive Di	\$30,200	<b>\$34,533</b>	2024
<a href="#">Mckeesport Meals On Wheels Inc</a>	PA	\$295,500	Coordinator	\$26,000	<b>\$28,693</b>	2024
<a href="#">Raleigh City Farm Inc</a>	NC	\$282,282	Executive Director	\$53,248	<b>\$60,887</b>	2024
<a href="#">Chester Agricultural Center Inc</a>	NY	\$277,859	Executive Director	\$110,000	<b>\$110,000</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Natural Soybean And Grain Alliance Inc</a>	AR	\$277,315	Director	\$112,400	<b>\$139,818</b>	2024
<a href="#">Hillside Agricultural Society</a>	MA	\$425,887	President	\$1,750	<b>\$1,696</b>	2025
<a href="#">Hollywood Farmers Market Inc</a>	OR	\$273,190	Interim Market Director	\$37,583	<b>\$39,765</b>	2023
<a href="#">Hillsdale Farmers Market Inc</a>	OR	\$267,831	Manager	\$44,925	<b>\$46,169</b>	2024
<a href="#">Ventura County Farm To School</a>	CA	\$266,589	Executive Di	\$102,000	<b>\$97,471</b>	2024
<a href="#">Chattanooga Food Center</a>	TN	\$266,455	Executive Director	\$51,000	<b>\$61,077</b>	2023
<a href="#">Northern Plains Sustainable Agriculture Society</a>	SD	\$260,683	Executive Director	\$85,421	<b>\$104,328</b>	2024
<a href="#">Mustard Seed - A Community Cafe</a>	TX	\$252,621	Executive Director	\$48,000	<b>\$53,136</b>	2024
<a href="#">Organiceye Inc</a>	WI	\$457,331	Executive Director	\$142,806	<b>\$165,048</b>	2024
<a href="#">Around The Bend Farms Inc</a>	OR	\$244,619	Director	\$8,700	<b>\$8,941</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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 31 organizations. Compensation range \$13–\$190,000; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$351,174); for reference, expenses \$337,448 and assets \$202,119.

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

**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	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	32 <sup>nd</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 (Amy Benerofe) 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 31 similarly situated organizations (Same NTEE sector (K99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 32<sup>nd</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 9, 2026.