

Fort Worth Food & Wine Foundation

Executive Director / CEO

EIN 462798419
TX · NTEE K99
FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Lanni Julie Eastman, Executive Director / CEO** (\$69,615) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

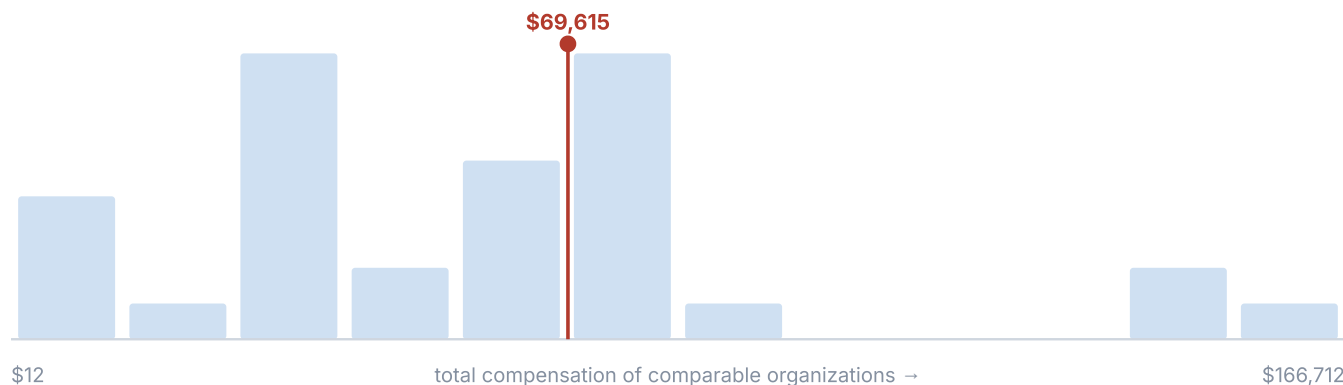
Benchmarked executive: Lanni Julie Eastman — reported title “DIRECTOR/EXECUTIVE DIRECTO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K99).
BUDGET	Total revenue between \$315,212 and \$705,699 — 0.67x to 1.50x the subject's \$470,466 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K99), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,211	\$33,331	\$58,150	\$72,601	\$91,494	\$69,615
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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
Organiceye Inc	WI	\$457,331	Executive Director	\$142,806	\$144,818	2024
Hillside Agricultural Society	MA	\$425,887	President	\$1,750	\$1,488	2025
Food Strong	OH	\$515,699	Executive Director	\$54,138	\$57,323	2023
Healthy Archuleta Inc	CO	\$516,454	Secretary	\$6,527	\$6,257	2023
Highland Youth Garden Inc	OH	\$520,279	Executive Director	\$67,921	\$71,916	2023
Organic Voices	NH	\$523,201	Executive Director	\$161,869	\$145,131	2024
Urban Community Agri-nomics Ucan	NC	\$401,221	Executive Di	\$30,200	\$30,300	2024
Farm And Craft Market Inc	CA	\$544,608	President	\$40,500	\$33,958	2024
Wells For Life	KS	\$390,266	Key Employee	\$66,000	\$71,280	2023
North American Vegetarian Society	NY	\$389,680	President And Treasurer	\$50,800	\$44,574	2024
Native Food And Nutrition Resource	NM	\$551,579	Executive Di	\$24,700	\$25,796	2024
Broad Street Market Alliance	PA	\$376,010	Director	\$73,200	\$72,975	2023
City Greens Market Inc	MO	\$566,610	Executive Director	\$62,620	\$64,401	2024
Foodright Inc	WI	\$572,027	Ceo	\$71,833	\$72,845	2024
Food4kids Backpack Program Of North Florida Inc	FL	\$368,640	Executive Director	\$36,212	\$34,008	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mwanzo	WA	\$365,792	Director	\$80,751	\$70,201	2024
Foodshot Global Inc	NY	\$361,782	Executive Director	\$190,000	\$166,712	2024
Outpost Agriculture Inc	OR	\$357,990	President	\$13	\$12	2023
Our New Way Garden Inc	NY	\$351,174	President	\$40,000	\$35,097	2024
The Central Rivers Farmshed Inc	WI	\$590,962	Executive Director	\$35,847	\$36,352	2024
Plant Chicago Nfp	IL	\$604,307	Executive Director	\$73,788	\$72,520	2023
Grow Jackson	MI	\$332,851	Executive Director	\$67,388	\$67,540	2024
Community Food Initiatives	OH	\$323,073	Past Director	\$29,162	\$29,991	2024
Horn Farm Center For	PA	\$618,351	Executive Di	\$64,915	\$62,859	2024
Central Coast Food Web	OR	\$622,571	Executive Director	\$37,513	\$33,827	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 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 32 organizations. Compensation range \$12–\$166,712; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$470,466); for reference, expenses \$203,967 and assets \$426,352. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Lanni Julie Eastman, reported title "*DIRECTOR/EXECUTIVE DIRECTO*", 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	63 rd
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	63 rd

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 (Lanni Julie Eastman) 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 32 similarly situated organizations (Same NTEE sector (K99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,615 is reasonable (approximately the 63rd 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.