

Global Garden Refugee Training Farm

Executive Director / CEO

EIN 463258261

IL · NTEE K11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Haley Lerand, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **395** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Haley Lerand — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K11).
BUDGET	Total revenue between \$186,734 and \$418,062 — 0.67x to 1.50x the subject's \$278,708 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

395 organizations qualified on sector, size, and geography → **395** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,420	\$28,253	\$46,693	\$66,156	\$89,391	\$70,000
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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 IL 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
International Center For Food Ontology	CA	\$278,964	Chair	\$103,250	\$93,367	2023
Loaves & Fishes Of The Fox Valley Inc	WI	\$279,217	Executive Director	\$53,605	\$56,945	2024
Passion And Compassion Inc	MD	\$279,365	Executive Dir.	\$57,000	\$55,806	2023
Hartford Food System Inc	CT	\$279,495	Executive Dir.	\$87,539	\$85,953	2023
Chester Agricultural Center Inc	NY	\$277,859	Executive Director	\$110,000	\$101,106	2024
Thimbleberry Collaborative Farm	OR	\$277,743	Exec Dir	\$49,433	\$48,074	2023
Natural Soybean And Grain Alliance Inc	AR	\$277,315	Director	\$112,400	\$128,513	2024
All Faiths Pantry	OH	\$277,295	Executive Director	\$30,870	\$34,240	2023
Community Kitchens Of Birmingham	AL	\$281,398	Executive Director	\$58,942	\$66,684	2023
Madras Community Food Pantry	OR	\$281,766	Executive Director	\$12,000	\$11,335	2024
Feeding Our Kids	IL	\$282,181	Executive Director	\$38,644	\$38,644	2024
Raleigh City Farm Inc	NC	\$282,282	Executive Director	\$53,248	\$55,964	2024
Utah Dairy Herd Improvement Assoc	UT	\$275,091	Manager	\$39,739	\$41,370	2024
International Relief Agency	MI	\$282,378	President	\$26,013	\$28,117	2023
At The Table Inc	AR	\$275,036	Founder Executive Director	\$39,539	\$45,207	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Meals On Wheels Of Evansville Inc	IN	\$274,945	Executive Director	\$27,715	\$29,729	2024
Project Milk Mission	OH	\$274,762	President	\$92,209	\$102,275	2023
Feed Our Streets	CA	\$283,219	Ceo	\$31,000	\$27,228	2024
Palm Beach Harvest Inc	FL	\$284,132	President	\$84,700	\$80,936	2024
Hollywood Farmers Market Inc	OR	\$273,190	Interim Market Director	\$37,583	\$36,550	2023
Old Marbach School Water Supply	TX	\$273,088	Key Employee	\$28,969	\$29,476	2024
Food For The Spirit Inc	NY	\$272,637	Executive Director	\$65,769	\$60,451	2024
Grace Filled Table	MN	\$272,537	Executive Di	\$34,066	\$34,239	2024
Mobile Meals Foundation	OH	\$285,622	Secretary	\$11,949	\$13,253	2023
Heart 2 Hand Bingham Food Pantry Inc	ID	\$285,788	Director	\$500	\$557	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 395 organizations. Compensation range \$12–\$471,420; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$278,708); for reference, expenses \$309,768 and assets \$224,715.

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

RELATED-ORG PAY 15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 15 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	77 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	74 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 (Haley Lerand) 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 395 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 77th 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.