

# Agricorps Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Madeleen Husselman, Executive Director / CEO** (\$73,125) against **every comparable organization** that fit the selection criteria — **618** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72<sup>nd</sup>** percentile of comparable organizations within the typical range

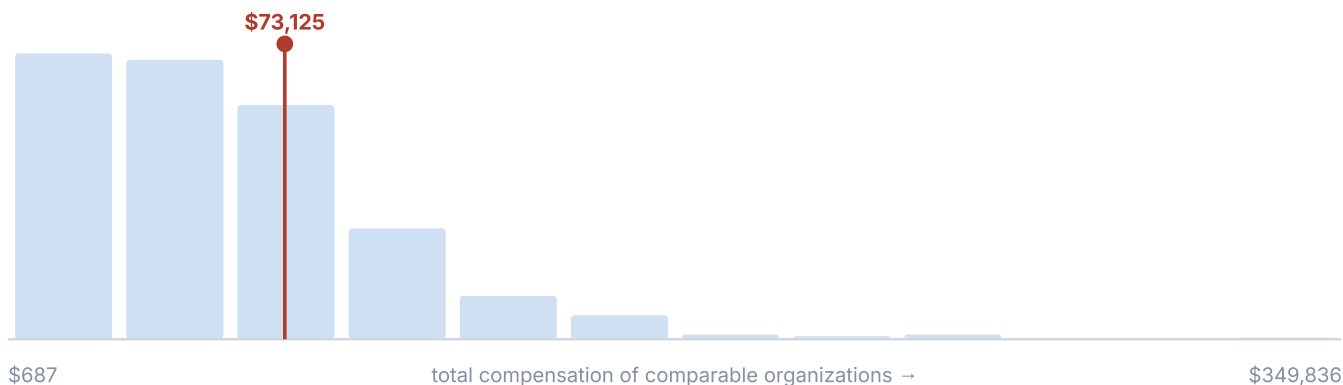
**Benchmarked executive:** Madeleen Husselman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q31).
BUDGET	Total revenue between \$209,244 and \$468,457 — 0.67x to 1.50x the subject's \$312,305 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**618** organizations qualified on sector, size, and geography → **618** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,781	\$26,441	\$51,245	\$79,542	\$108,768	\$73,125
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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
<a href="#">Design For Life</a>	MI	\$312,900	Executive Director	\$245,966	<b>\$260,515</b>	2024
<a href="#">Abrahams Tent Inc</a>	NY	\$313,586	Director	\$22,500	<b>\$21,479</b>	2023
<a href="#">Media For Development International</a>	WA	\$314,036	President	\$28,000	<b>\$25,724</b>	2024
<a href="#">Junior Achievement Of The Ocoee Region</a>	TN	\$310,470	President	\$93,593	<b>\$98,349</b>	2025
<a href="#">Adopt A Family Foundation</a>	CA	\$314,408	Ceo/chair	\$6,000	<b>\$5,317</b>	2024
<a href="#">Edens Rose Foundation</a>	NY	\$310,108	Executive Director	\$68,312	<b>\$63,342</b>	2024
<a href="#">Hope Seeds Inc</a>	FL	\$314,989	Executive Director	\$66,950	<b>\$66,444</b>	2023
<a href="#">She Is More Than Inc</a>	FL	\$315,034	Executive Director	\$40,354	<b>\$40,049</b>	2023
<a href="#">Gathering Hearts For Honduras</a>	OK	\$309,467	President	\$42,000	<b>\$47,456</b>	2024
<a href="#">Champions In Action Inc</a>	TX	\$309,045	Board Chairm	\$10,000	<b>\$10,265</b>	2024
<a href="#">Inventions For Good Inc</a>	NC	\$309,009	Executive Director	\$13,500	<b>\$14,314</b>	2024
<a href="#">Field Of Hope</a>	IA	\$308,965	Executive Director	\$66,500	<b>\$76,924</b>	2023
<a href="#">Action For Post-soviet Jewry Inc</a>	MA	\$308,617	Executive Director	\$106,000	<b>\$97,743</b>	2024
<a href="#">Global Hope</a>	TX	\$308,463	Executive Director	\$117,034	<b>\$120,131</b>	2024
<a href="#">Medreach Inc</a>	AL	\$316,399	Sec/treasure	\$2,203	<b>\$2,514</b>	2023
<a href="#">Beyond The Orphanage Foundation Inc</a>	VT	\$316,581	Chief Executive Officer	\$29,621	<b>\$30,594</b>	2024
<a href="#">Long Way Home Inc</a>	OR	\$317,075	Executive Director	\$3,500	<b>\$3,336</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">International Tibet Network</a>	CA	\$307,132	Executive Director	\$48,336	<b>\$44,094</b>	2023
<a href="#">Hope Water International</a>	MI	\$317,957	Executive Director/preside	\$53,333	<b>\$58,156</b>	2023
<a href="#">Deep Time Journey Network</a>	NJ	\$318,272	President	\$65,000	<b>\$59,552</b>	2024
<a href="#">Southeast Asia Development Program Inc</a>	MA	\$306,170	Coordinator	\$40,044	<b>\$38,016</b>	2023
<a href="#">Hope Filled Hearts 4 Africa Inc</a>	CA	\$318,590	President	\$12,000	<b>\$10,633</b>	2024
<a href="#">New Hope For Cambodian Children</a>	TX	\$305,993	President	\$32,075	<b>\$32,075</b>	2025
<a href="#">Growth Teams Inc</a>	DE	\$305,982	President And Secretary	\$68,450	<b>\$68,775</b>	2024
<a href="#">The 88 Project</a>	IL	\$305,757	Executive Dir	\$95,413	<b>\$99,097</b>	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 2025 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	618 organizations. Compensation range \$687–\$349,836; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$312,305); for reference, expenses \$299,818 and assets \$51,093.
ROLE MATCH	Madeleen Husselman, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 14 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	72 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	69 <sup>th</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 (Madeleen Husselman) 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 618 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,125 is reasonable (approximately the 72<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.