

Center For Sustainable Agricultural

Executive Director / CEO

EIN 464226072

FL · NTEE C19

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Angela Tenbroeck, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **11** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Angela Tenbroeck — 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 (C19).

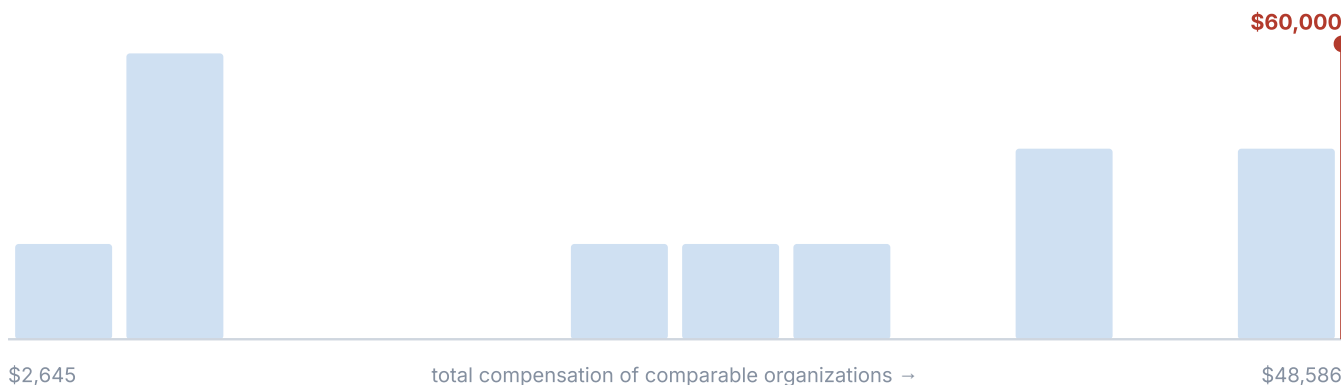
BUDGET Total revenue between \$13,084 and \$29,293 — 0.67x to 1.50x the subject's \$19,529 (the band tightens as size grows).

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

11 organizations qualified on sector, size, and geography

→ **11** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,500	\$8,539	\$27,940	\$39,477	\$46,851	\$60,000
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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 FL 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
Aleli Environmental	PR	\$20,076	Presidente	\$2,645	\$2,645	2023
Joshua Tree National Park Council For The Arts	CA	\$20,152	Exec Director	\$8,400	\$7,500	2024
Msc Foundation	PA	\$20,230	President	\$36,531	\$38,779	2023
Black Rock Forest Preserve Inc	NY	\$21,992	Secretary	\$31,901	\$29,805	2024
Waterstart Channels For Innovation	NV	\$16,250	Secretary & Treasurer	\$45,535	\$48,586	2023
Mlt Holdings Inc	HI	\$22,994	President	\$8,503	\$8,104	2023
Western Alliance For Nature	CA	\$24,042	Executive Director	\$10,050	\$8,973	2024
Cca Florida Foundation Inc	FL	\$14,691	Secretary	\$28,765	\$27,940	2024
Sustainable World Inc	NY	\$25,372	President And Convenor	\$43,000	\$40,175	2024
Stonington Land Trust Inc	CT	\$26,187	Exec Directo	\$24,000	\$23,954	2023
San Joaquin Wildlife Sanctuary	CA	\$28,826	Executive Director, Water	\$50,970	\$46,851	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	11 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$2,645–\$48,586; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$19,529); for reference, expenses \$340,734 and assets \$62,482. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Angela Tenbroeck, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	100th
All sources (D + E + F), adjusted	45th

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 (Angela Tenbroeck) 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 10, 2026,

comparing compensation against 11 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 100th 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 10, 2026.