

Adventist Agricultural Association

Executive Director / CEO

EIN 472369179
 TN · NTEE K03
 FY ending 2024-02-29
 June 9, 2026

This analysis benchmarks the total compensation of **Chantee Fisher, Executive Director / CEO** (\$2,500) against **every comparable organization** that fit the selection criteria — **410** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Chantee Fisher — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K03).
BUDGET	Total revenue between \$226,091 and \$506,175 — 0.67x to 1.50x the subject's \$337,450 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

410 organizations qualified on sector, size, and geography → **410** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11	\$10,587	\$28,313	\$45,724	\$64,808	\$84,967	\$2,500	\$440,914
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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 TN 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
King Ferry Food Pantry Inc	NY	\$338,002	Executive Director	\$43,500	\$37,395	2024
Washington State Farmers Market Assoc	WA	\$338,530	Executive Director	\$94,187	\$80,224	2024
Senior Services Consortium	MN	\$338,738	Executive Director	\$83,916	\$81,215	2023
Juneberry Ridge Educational Foundation	NC	\$335,998	Education Dir.	\$76,306	\$75,009	2024
Rail Yards Market	NM	\$335,880	Executive Director	\$52,000	\$54,780	2023
Matthews Ministry Inc	NC	\$335,206	President	\$42,000	\$41,286	2024
Ampleharvestorg Inc	NJ	\$333,454	Exec Dir & P	\$84,700	\$74,070	2023
Feed And Be Fed	CA	\$341,568	Executive Director Hnrf	\$13,750	\$12,106	2022
Meals On Wheels The Crossroads	PA	\$341,965	Executive Di	\$66,692	\$63,272	2024
Grow Jackson	MI	\$332,851	Executive Director	\$67,388	\$66,172	2024
Oregon Community Food System Network	OR	\$342,656	Executive Dir.	\$72,438	\$63,997	2024
Tc Food Justice	MN	\$332,189	Executive Di	\$35,315	\$33,198	2024
Pantry 279 Inc	IN	\$342,724	Director	\$8,573	\$8,601	2024
Turfgrass Producers Of Florida Inc	FL	\$331,838	Executive Director	\$77,367	\$69,144	2024
Provision Packs Inc	FL	\$343,114	Administrative Staff	\$60,000	\$53,623	2024
National Grape Research Alliance Inc	CA	\$343,146	President	\$183,313	\$150,590	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Feeding Wilmington Inc	NC	\$330,442	Chair-elect	\$23,644	\$23,242	2024
Partnership For Food Safety Education Inc	OH	\$344,522	Executive Director	\$118,175	\$119,076	2024
Callaway Cares	MO	\$345,104	Ceo	\$38,000	\$38,290	2024
Hilltop Urban Farm	PA	\$329,772	Executive Dir.	\$85,311	\$83,327	2023
Brookings Harbor Community Helpers	OR	\$329,518	Executive Di	\$70,680	\$62,444	2024
Caring And Sharing Food Pantry Inc	OH	\$345,976	Executive Di	\$17,745	\$17,880	2024
The Lovve Project	CO	\$346,015	Executive Di	\$49,808	\$45,436	2024
Jesus Others & You Inc	NC	\$328,783	Executive Director	\$40,000	\$39,320	2024
Nest Nourish Everyone Sustainably	IL	\$346,219	Executive Dir.	\$40,625	\$37,996	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	410 organizations. Compensation range \$11–\$440,914; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$337,450); for reference, expenses \$464,854 and assets \$57,103.
ROLE MATCH	Chantee Fisher, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY 21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 13 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	4 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 (Chantee Fisher) 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 410 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,500 is reasonable (approximately the 4th 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.