

Whatcom Family Farmers

Executive Director / CEO

EIN 475590461
 WA · NTEE K11
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Fred Likkel, Executive Director / CEO** (\$88,900) 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 **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Fred Likkel — 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 \$235,811 and \$527,937 — 0.67x to 1.50x the subject's \$351,958 (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



\$11,907	\$32,754	\$53,220	\$74,933	\$99,096	\$88,900
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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 WA 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
Madison County Senior Citizens	MO	\$351,473	Director	\$42,120	\$48,399	2024
Whiting Conservation Cooperative	WA	\$351,185	Executive Director	\$165,495	\$160,747	2024
Food Pantry Of Jeff Davis County Inc	TX	\$352,735	Executive Director	\$35,614	\$38,649	2024
Our New Way Garden Inc	NY	\$351,174	President	\$40,000	\$39,213	2024
Community Food Connections Inc	AZ	\$350,794	Executive Director	\$65,000	\$67,819	2024
Ecological Insights	ND	\$350,741	Executive Di	\$49,000	\$58,338	2024
Yield Lab Institute	MO	\$353,283	Coo	\$93,624	\$107,580	2024
Farming 4 Hunger Inc	MD	\$353,474	President	\$75,000	\$76,070	2024
The Potato Leadership Education And	DC	\$350,288	President	\$52,069	\$49,571	2024
Udff Inc	FL	\$350,281	Executive Di	\$133,622	\$136,183	2024
Amor Healing Kitchen Inc	SC	\$349,724	Executive Di	\$68,019	\$76,985	2024
Purple Hearts Inc	TX	\$354,196	Director	\$40,504	\$45,254	2023
La Clinica Del Pueblo	CO	\$349,370	Program Director	\$23,675	\$25,356	2023
Revive Ministries Inc	MI	\$349,278	Vice Chairperson	\$35,048	\$39,246	2024
Valley Meals On Wheels Inc	ID	\$349,183	Coordinator	\$43,561	\$50,273	2024
The Georgia Farm Foundation	PA	\$348,748	President & Exec Dir, Stro	\$43,097	\$46,627	2024
Equity Advocates Inc	NY	\$355,505	Exec Directo	\$77,250	\$77,968	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Food Equality Initiative Inc	KS	\$347,856	Ceo	\$90,000	\$108,600	2023
Sheep And Goat Validation Of Texas	TX	\$356,980	Director	\$2,750	\$3,073	2023
United Ministries Of Savannah Inc	GA	\$357,156	Executive Director	\$38,815	\$42,341	2024
Conroe Noon Lions Club Charities Inc	TX	\$346,702	Employee	\$51,658	\$54,616	2025
Ferndale Senior Resource Agency	CA	\$346,396	Executive Direc	\$67,950	\$63,656	2024
Feeding Children International	MN	\$357,553	Secretary/tr	\$97,100	\$104,090	2024
Nest Nourish Everyone Sustainably	IL	\$346,219	Executive Dir.	\$40,625	\$43,329	2024
The Lovve Project	CO	\$346,015	Executive Di	\$49,808	\$51,814	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 \$13–\$502,805; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$351,958); for reference, expenses \$289,254 and assets \$257,019.

ROLE MATCH Fred Likkel, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this 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	86 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	81 st

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 (Fred Likkel) 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 \$88,900 is reasonable (approximately the 86th 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.