

Farms To Grow Inc

Executive Director / CEO

EIN 510524273
 CA · NTEE B99
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Dr Gail Myers, Executive Director / CEO** (\$35,500) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

Benchmarked executive: Dr Gail Myers — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B99).

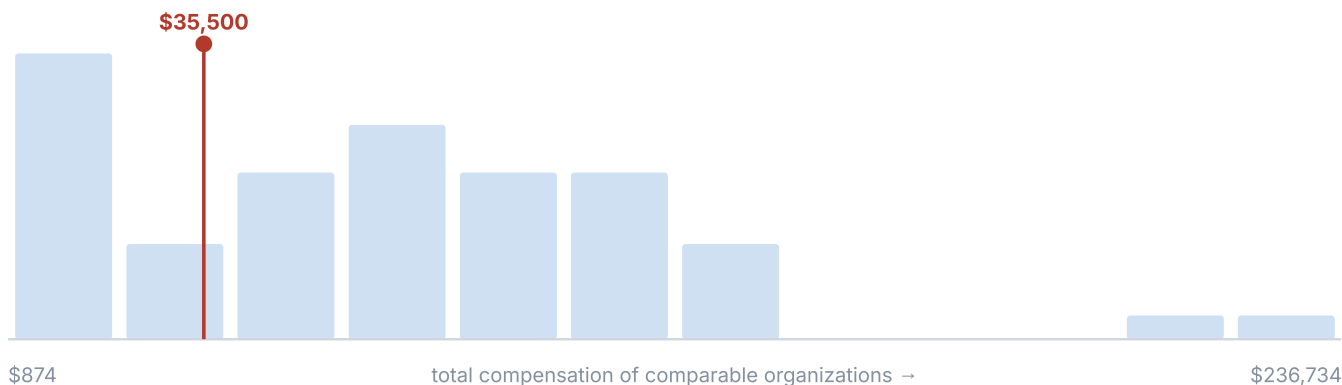
BUDGET Total revenue between \$245,684 and \$550,039 — 0.67x to 1.50x the subject's \$366,693 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99) + CA + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography

→ **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,263	\$33,971	\$62,502	\$99,011	\$123,358	\$35,500
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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 CA 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
Patient Safety Movement Foundation	CA	\$365,177	Coo	\$210,873	\$199,543	2025
If You Heard What I Heard Inc	CA	\$371,217	Director/chair	\$8,332	\$8,093	2024
Challenge Sonoma Adventure	CA	\$372,717	Director	\$34,680	\$33,685	2024
Foundation For Mo County Free Libraries	CA	\$359,452	Executive Director	\$78,121	\$75,880	2024
Rome Institute Of Liberal Arts Inc	CA	\$354,988	President	\$127,532	\$123,873	2024
Building Equity Aspiration Resilience	CA	\$378,984	President Ceo	\$104,000	\$104,000	2023
Oakland Digital Arts And Literacy Center Inc	CA	\$382,357	Executive Director	\$94,800	\$94,800	2023
California Council On Teacher Education	CA	\$349,259	Secretarytreasurer	\$37,805	\$36,720	2024
Life College	CA	\$344,960	Program Director	\$112,800	\$109,564	2024
Radiance Sutras Institute	CA	\$341,866	President	\$63,000	\$61,193	2024
Pseads	CA	\$338,306	Ceo	\$15,000	\$15,000	2023
Centro Las Olas	CA	\$336,915	President & Boardmember	\$19,936	\$18,865	2025
Golden Star Educational Services	CA	\$336,326	President	\$50,609	\$50,609	2023
Arts Media And Entertainment Institute Inc	CA	\$399,515	Executive Director	\$82,378	\$80,015	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Parkinson's Resource Organization Inc	CA	\$330,835	Executive Director	\$117,064	\$113,705	2024
Lost Women Of Science Initiative Inc	CA	\$330,499	President & Ceo	\$50,000	\$48,566	2024
City Learners Inc DbA My City School	CA	\$403,881	Executive Dir.	\$100,223	\$97,348	2024
Compass For Affordable Housing	CA	\$404,252	Executive Director	\$65,697	\$65,697	2023
Santa Ana Education Facilities	CA	\$405,324	Executive Director	\$52,091	\$50,597	2024
California Community Colleges Chief	CA	\$327,645	Executive Dir.	\$19,254	\$18,702	2024
App Inventor Foundation	CA	\$324,686	Executive Director	\$130,000	\$130,000	2023
Bluedoor Education Center Inc	CA	\$409,390	Treasurer	\$62,508	\$60,715	2024
Career Girls	CA	\$321,925	Executive Director	\$122,232	\$118,725	2024
Presence	CA	\$320,913	President	\$10,452	\$10,152	2024
Syned	CA	\$320,834	President & Ceo	\$39,000	\$39,000	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 52 organizations. Compensation range \$874–\$236,734; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$366,693); for reference, expenses \$285,953 and assets \$114,497.
ROLE MATCH	Dr Gail Myers, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	27 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	25 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 (Dr Gail Myers) 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 52 similarly situated organizations (Same NTEE sector (B99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,500 is reasonable (approximately the 27th 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.