

# Alabama Cattlemen's Foundation

Executive Director / CEO

EIN 630917614  
 AL · NTEE K26C  
 FY ending 2024-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Erin Beasley, Executive Director / CEO** (\$9,846) against **every comparable organization** that fit the selection criteria — **420** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 8<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Erin Beasley — reported title “EXECUTIVE VICE PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K26C).
BUDGET	Total revenue between \$303,604 and \$679,711 — 0.67x to 1.50x the subject's \$453,141 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

**420** organizations qualified on sector, size, and geography → **420** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11	\$12,426	\$32,062	\$50,782	\$70,451	\$93,695	\$9,846	\$428,997
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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 AL 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="#">Hamilton County Harvest Food Bank Inc</a>	IN	\$454,143	Exec Director	\$40,000	<b>\$39,046</b>	2024
<a href="#">Dimitri House Inc</a>	NY	\$454,829	Executive Dir.	\$70,000	<b>\$58,550</b>	2024
<a href="#">Parceleras Afrocaribenas Por La Transform Barrial</a>	PR	\$451,215	Director	\$27,695	<b>\$27,695</b>	2024
<a href="#">Gods Gym Inc</a>	OK	\$450,710	President	\$20,800	<b>\$21,200</b>	2024
<a href="#">The Dalles Meals On Wheels Inc</a>	OR	\$450,702	Manager And	\$61,748	<b>\$53,079</b>	2024
<a href="#">Huerta Del Valle</a>	CA	\$455,615	Ceo	\$66,473	<b>\$51,762</b>	2025
<a href="#">Uproot Colorado</a>	CO	\$450,552	Executive Dir.	\$64,725	<b>\$57,448</b>	2024
<a href="#">American Embryo Transfer Association</a>	IL	\$450,390	President	\$600	<b>\$546</b>	2024
<a href="#">Above Par Academy Inc</a>	TX	\$450,000	Director	\$4,800	<b>\$4,444</b>	2024
<a href="#">Its Going To Be Ok Inc</a>	TX	\$456,742	Ceo	\$14,700	<b>\$14,013</b>	2023
<a href="#">Organiceye Inc</a>	WI	\$457,331	Executive Director	\$142,806	<b>\$138,051</b>	2024
<a href="#">Murrysville Christian Concern</a>	PA	\$458,493	Key Employee/board Member	\$65,000	<b>\$60,000</b>	2024
<a href="#">Trinity County Food Assistance</a>	CA	\$458,531	Executive Dir.	\$44,000	<b>\$35,169</b>	2024
<a href="#">Topss</a>	OH	\$459,037	Executive Director	\$51,931	<b>\$50,913</b>	2024
<a href="#">Dwelling House Of Hope Inc</a>	MA	\$446,937	Executive Director	\$79,040	<b>\$67,687</b>	2023
<a href="#">Pawnee Seed Preservation Society</a>	OK	\$446,909	Executive Director	\$61,952	<b>\$63,145</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sharefest Will County</a>	IL	\$460,087	President Director	\$5,333	<b>\$4,853</b>	2024
<a href="#">The Rice Foundation</a>	VA	\$460,703	President/ Ceo Thru 12/15/23	\$52,730	<b>\$47,127</b>	2024
<a href="#">Berkeley Student Food Collective</a>	CA	\$460,899	Secretary	\$58,101	<b>\$47,811</b>	2023
<a href="#">Fish &amp; Loaves</a>	MI	\$461,198	Executive Director	\$75,000	<b>\$73,772</b>	2023
<a href="#">Adams County Emergency Food Bank</a>	CO	\$461,512	Executive Director	\$76,014	<b>\$69,461</b>	2023
<a href="#">Food 4 Farmers Inc</a>	VT	\$461,633	Executive Director	\$81,606	<b>\$76,030</b>	2024
<a href="#">Joyce Uptown Foodshelf Inc</a>	MN	\$462,537	Director	\$62,271	<b>\$58,637</b>	2023
<a href="#">Freedmen Heirs Foundation Inc</a>	MD	\$463,088	Executive Dir.	\$165,050	<b>\$142,832</b>	2024
<a href="#">Franklin Area Community Services Inc</a>	OH	\$443,173	Executive Director	\$25,667	<b>\$25,164</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>420</b> organizations. Compensation range \$11–\$428,997; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$453,141); for reference, expenses \$297,310 and assets \$2,458,250.
ROLE MATCH	Erin Beasley, reported title <i>"EXECUTIVE VICE PRESIDENT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 22 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	8 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	8 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	89 <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 (Erin Beasley) 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 13, 2026, comparing compensation against 420 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,846 is reasonable (approximately the 8<sup>th</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 13, 2026.