

# Harvest Foundation Inc

Executive Director / CEO

EIN 721603363  
 MO · NTEE O990  
 FY ending 2024-07-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Dennis L Mcelwrath, Executive Director / CEO** (\$1,440) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

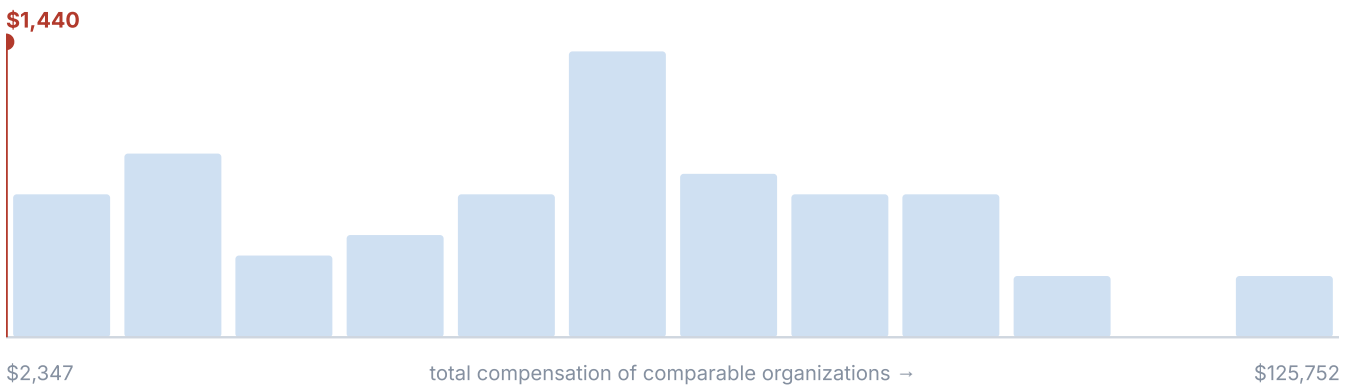
**Benchmarked executive:** Dennis L Mcelwrath — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O990).
BUDGET	Total revenue between \$307,026 and \$687,373 — 0.67x to 1.50x the subject's \$458,249 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O99), nationwide + budget 0.67–1.5x revenue.

**74** organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,203	\$27,227	\$58,314	\$74,603	\$88,814	<b>\$1,440</b>
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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 MO 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="#">Methow Valley Nordic Ski Educational Foundation</a>	WA	\$458,321	Executive Director	\$28,123	<b>\$23,160</b>	2025
<a href="#">Future Urban Leaders</a>	WI	\$459,581	Executiver Director - Current	\$96,519	<b>\$95,171</b>	2024
<a href="#">North Manatee Soccer Club</a>	FL	\$459,982	General Manager	\$22,000	<b>\$19,010</b>	2025
<a href="#">Njsa Inc</a>	CT	\$448,996	Director	\$16,000	<b>\$13,799</b>	2025
<a href="#">Hillside Connection</a>	CO	\$473,882	Founder	\$64,581	<b>\$58,467</b>	2024
<a href="#">Rise Up For Youth Inc</a>	KS	\$440,519	Executive Di	\$78,123	<b>\$79,685</b>	2024
<a href="#">Projectivity Group Inc</a>	NY	\$440,425	Executive Director	\$42,692	<b>\$36,423</b>	2024
<a href="#">True North Youth Program</a>	CO	\$480,090	Executive Director	\$90,815	<b>\$82,217</b>	2024
<a href="#">Cochise Christian School Tuition Organization Inc</a>	AZ	\$432,094	Director	\$55,132	<b>\$50,061</b>	2024
<a href="#">Jeremiah Foundation Inc</a>	VA	\$486,306	Executive Dir	\$66,371	<b>\$60,505</b>	2024
<a href="#">Team Wilderness Inc</a>	NJ	\$486,965	Executive Dir.	\$82,308	<b>\$69,384</b>	2024
<a href="#">The Elm Project</a>	CT	\$429,437	Executive Director	\$89,040	<b>\$78,822</b>	2024
<a href="#">Island Waldorf Community Inc</a>	MA	\$487,149	Director & Teacher	\$14,975	<b>\$13,080</b>	2023
<a href="#">Therapeutic Ranch For Animals And Kids</a>	AZ	\$488,233	Executive Director	\$76,369	<b>\$69,344</b>	2024
<a href="#">Children's Services Council Of</a>	FL	\$492,184	Executive Director/ceo	\$83,962	<b>\$74,471</b>	2024
<a href="#">Youth Fund Of Southern California</a>	CA	\$492,806	Trustee	\$30,000	<b>\$24,458</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Carolina Winter Ensemble Association Inc</a>	SC	\$423,236	President	\$7,903	<b>\$8,014</b>	2023
<a href="#">The Bottomless Toy Chest Inc</a>	MI	\$494,488	Executive Di	\$21,539	<b>\$20,990</b>	2024
<a href="#">Youth In Focus</a>	WA	\$506,902	Executive Dir.	\$113,765	<b>\$96,166</b>	2024
<a href="#">Montanova Stables Foundation</a>	VA	\$507,291	President	\$36,400	<b>\$34,163</b>	2023
<a href="#">Girls At Work Inc</a>	NH	\$509,793	Executive Director	\$83,167	<b>\$74,647</b>	2023
<a href="#">Actup Theater Inc</a>	CT	\$405,607	Executive Director	\$132,805	<b>\$121,038</b>	2023
<a href="#">Restore Assemble Produce</a>	WA	\$403,672	Executive Director	\$78,500	<b>\$66,356</b>	2024
<a href="#">Nubability Athletics Foundation</a>	IL	\$514,063	President	\$56,123	<b>\$52,094</b>	2024
<a href="#">Providence Heights</a>	WA	\$401,941	Chief Program Officer	\$144,498	<b>\$125,752</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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** 74 organizations. Compensation range \$2,347–\$125,752; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$458,249); for reference, expenses \$449,170 and assets \$775,919.

**ROLE MATCH** Dennis L Mcelwrath, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 4 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	4 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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 (Dennis L Mcelwrath) 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 74 similarly situated organizations (Same NTEE sector (O99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,440 is reasonable (approximately the 0<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 9, 2026.