

# Texas Nursery And Landscape Association Foundation

Executive Director / CEO

EIN 742637783  
 TX · NTEE T99J  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Amy Graham, Executive Director / CEO** (\$17,738) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

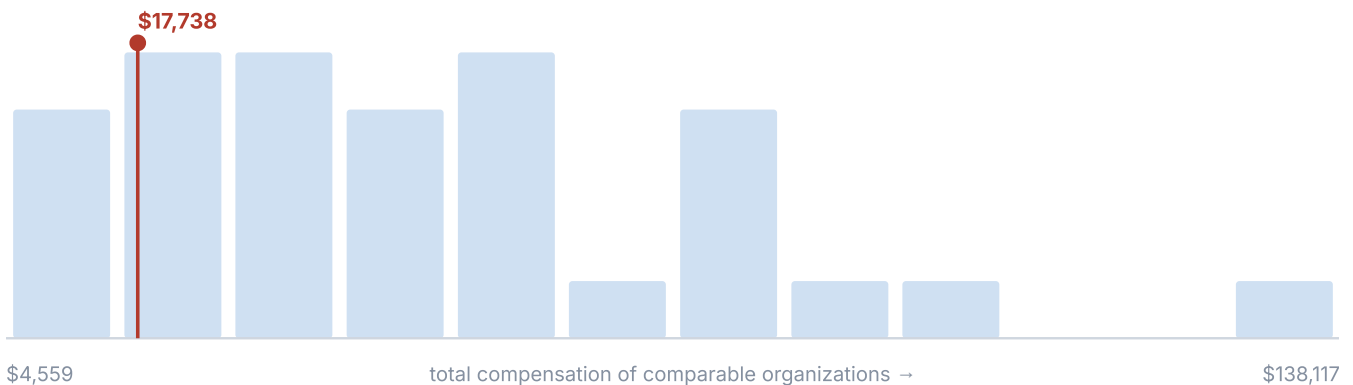
**Benchmarked executive:** Amy Graham — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T99J).
BUDGET	Total revenue between \$122,263 and \$273,724 — 0.67x to 1.50x the subject's \$182,483 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T99), nationwide + budget 0.67–1.5x revenue.

**31** organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$11,613</b> 10TH	<b>\$24,272</b> 25TH	<b>\$40,000</b> MEDIAN	<b>\$63,102</b> 75TH	<b>\$82,158</b> 90TH	<b>\$17,738</b> THIS ORG · 19TH
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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 TX 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="#">Brighter Journeys</a>	PA	\$178,611	President	\$32,500	<b>\$33,357</b>	2023
<a href="#">Manchester Bidwell Development Trust</a>	PA	\$196,004	President & Ceo	\$55,356	<b>\$55,186</b>	2024
<a href="#">Vermont Ski Museum Inc</a>	VT	\$196,198	Executive Di	\$74,139	<b>\$76,803</b>	2023
<a href="#">Grace Legacy Builders Inc</a>	MI	\$168,161	President/di	\$79,622	<b>\$82,158</b>	2024
<a href="#">Futerman Supporting Foundation Inc</a>	NY	\$198,507	Secretary	\$30,887	<b>\$27,902</b>	2024
<a href="#">Red Lodge Fire Rescue Foundation</a>	MT	\$165,522	Executive Dir.	\$67,968	<b>\$73,243</b>	2024
<a href="#">Oak Harbor Educational Foundation</a>	WA	\$201,511	Executive Director	\$40,013	<b>\$36,871</b>	2023
<a href="#">Penn-harris Madison Educational</a>	IN	\$206,063	Executive Director	\$48,431	<b>\$52,566</b>	2023
<a href="#">Mercy Health Care Foundation</a>	IA	\$210,723	President & Ceo Chi Health	\$29,391	<b>\$33,121</b>	2023
<a href="#">Temple B'rith Kodesh Foundation</a>	NY	\$151,828	Executive Director	\$28,483	<b>\$26,490</b>	2023
<a href="#">Opportunity Living Foundation</a>	IA	\$216,595	Chief Executive Officer	\$10,609	<b>\$11,613</b>	2024
<a href="#">Responsibility</a>	CA	\$222,654	Executive Dir.	\$160,000	<b>\$138,117</b>	2024
<a href="#">Muslim Sisters Of Staten Island Inc</a>	NY	\$142,095	Executive Director	\$7,000	<b>\$6,323</b>	2024
<a href="#">Abbas House</a>	WY	\$223,095	Ceo	\$36,717	<b>\$39,305</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">St Ann's Of Greater Rochester Inc</a>	NY	\$224,599	President/ceo	\$78,615	<b>\$71,017</b>	2024
<a href="#">Bellows Family Foundation</a>	IL	\$139,463	Vice President & Treasurer	\$80,133	<b>\$81,082</b>	2023
<a href="#">Stephens County Hospital</a>	GA	\$136,680	Ceo	\$21,043	<b>\$21,152</b>	2024
<a href="#">Wyoming County Business Center Inc</a>	NY	\$135,281	President/ceo	\$17,402	<b>\$16,184</b>	2023
<a href="#">Operation True North</a>	TX	\$231,825	Executive Dir.	\$51,637	<b>\$51,637</b>	2024
<a href="#">Replanted Ministry</a>	TX	\$236,771	Executive Director	\$40,000	<b>\$40,000</b>	2024
<a href="#">The Butterfly Foundation</a>	CO	\$126,917	Executive Member	\$16,501	<b>\$16,284</b>	2023
<a href="#">Liv Like A Unicorn</a>	NJ	\$238,307	President & Ceo	\$24,000	<b>\$22,054</b>	2023
<a href="#">Erasmus Neighborhood Federation Inc</a>	NY	\$241,786	Executive Director	\$57,512	<b>\$50,614</b>	2025
<a href="#">Maeday Rescue Inc</a>	CA	\$248,382	President	\$54,184	<b>\$46,773</b>	2024
<a href="#">Rebuilding Together- Anne Arundel</a>	MD	\$253,648	Executive Director	\$43,077	<b>\$40,260</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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** 31 organizations. Compensation range \$4,559–\$138,117; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$182,483); for reference, expenses \$66,797 and assets \$1,472,902. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Amy Graham, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (Amy Graham) 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 31 similarly situated organizations (Same NTEE sector (T99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,738 is reasonable (approximately the 19<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.