

# Texas Farmers Union Inc

Executive Director / CEO

EIN 751077410

TX · NTEE K20

FY ending 2023-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Mike Oldham, Executive Director / CEO** (\$35,807) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

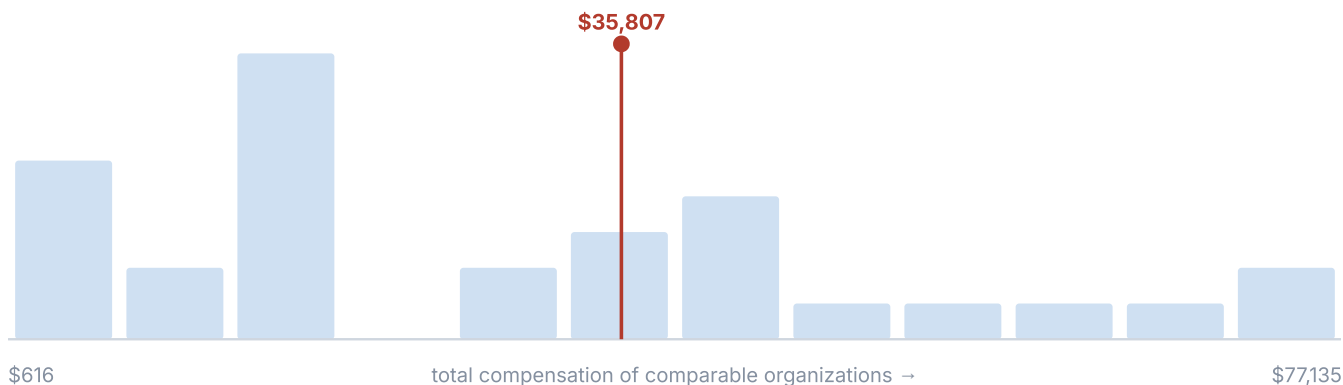
**Benchmarked executive:** Mike Oldham — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K20).
BUDGET	Total revenue between \$100,477 and \$224,949 — 0.67x to 1.50x the subject's \$149,966 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K20), nationwide + budget 0.67–1.5x revenue.

**30** organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,282	\$14,078	\$21,830	\$44,312	\$60,639	\$35,807
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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="#">Patrons Of Husbandry Maine State Grange</a>	ME	\$151,737	Master	\$16,500	<b>\$16,044</b>	2024
<a href="#">Jefferson Growers Artisans And Prod</a>	WV	\$154,971	Executive Director	\$15,514	<b>\$16,311</b>	2024
<a href="#">Mar-del Watermelon Association Inc</a>	MD	\$143,609	Secretary/tr	\$14,400	<b>\$13,458</b>	2023
<a href="#">Pembroke Agriculture Corporation</a>	IL	\$136,281	President	\$16,524	<b>\$16,240</b>	2023
<a href="#">Obrien County Livestock Show</a>	IA	\$165,697	Secretary	\$2,160	<b>\$2,296</b>	2024
<a href="#">Rio Grande Community Farms</a>	NM	\$134,134	Executive Di	\$28,159	<b>\$29,408</b>	2024
<a href="#">Farmers Market Management Services</a>	NC	\$133,076	President	\$34,806	<b>\$34,921</b>	2024
<a href="#">Allegheny Mountain Institute</a>	VA	\$131,428	Executive Di	\$17,000	<b>\$15,938</b>	2024
<a href="#">Fauquier Education Farm Inc</a>	VA	\$168,827	Executive Director	\$74,180	<b>\$69,548</b>	2024
<a href="#">E-roadmap Inc</a>	FL	\$121,379	Executive Director	\$47,167	<b>\$43,025</b>	2024
<a href="#">Oklahoma Wheat Research Foundation Inc</a>	OK	\$180,818	Sec/treasurer	\$10,000	<b>\$10,417</b>	2025
<a href="#">Fat Beet Foundation Inc</a>	FL	\$115,200	Board Member	\$9,187	<b>\$8,380</b>	2024
<a href="#">Grower-shipper Association Foundation</a>	CA	\$185,507	Executive Director	\$83,820	<b>\$72,356</b>	2023
<a href="#">Bionutrient Food Association Inc</a>	MA	\$191,809	Executive Di	\$61,890	<b>\$54,003</b>	2024
<a href="#">The Richards Irrigation Company</a>	UT	\$107,160	President	\$5,500	<b>\$5,466</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Overlook Food Awareness Resource Of Massachusetts Inc</a>	MA	\$104,578	Executive Director	\$29,923	<b>\$26,881</b>	2023
<a href="#">Farm To School Frederick</a>	MD	\$104,415	Executive Director	\$17,957	<b>\$16,302</b>	2024
<a href="#">White Rock Local Market Inc</a>	TX	\$104,278	Outgoing Director	\$46,500	<b>\$45,166</b>	2024
<a href="#">Western Growers Foundation</a>	CA	\$196,357	President And Ceo	\$51,830	<b>\$44,741</b>	2023
<a href="#">Gateway Sustainable Farmers Alliance</a>	MO	\$101,651	President	\$599	<b>\$616</b>	2024
<a href="#">Honore Farm And Mill</a>	CA	\$203,746	Executive Director	\$49,087	<b>\$42,374</b>	2023
<a href="#">Georgia Minority Outreach</a>	GA	\$211,029	Program Mana	\$49,820	<b>\$50,078</b>	2023
<a href="#">Kindness Farm</a>	OR	\$213,995	President	\$38,961	<b>\$36,170</b>	2023
<a href="#">Lewis Educational Agricultural Farm</a>	CT	\$217,126	Executive Director	\$17,900	<b>\$16,778</b>	2023
<a href="#">Lee County Fair Association</a>	IL	\$217,716	Secretary	\$3,900	<b>\$3,627</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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** 30 organizations. Compensation range \$616–\$77,135; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$149,966); for reference, expenses \$189,166 and assets \$858,801.

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

**RELATED-ORG PAY** 1 peer 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	60 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	80 <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 (Mike Oldham) 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 10, 2026, comparing compensation against 30 similarly situated organizations (Same NTEE sector (K20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,807 is reasonable (approximately the 60<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 10, 2026.