

Farm And City

Executive Director / CEO

EIN 821041408

TX · NTEE B05

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jay Blazek Crossley, Executive Director / CEO** (\$73,784) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

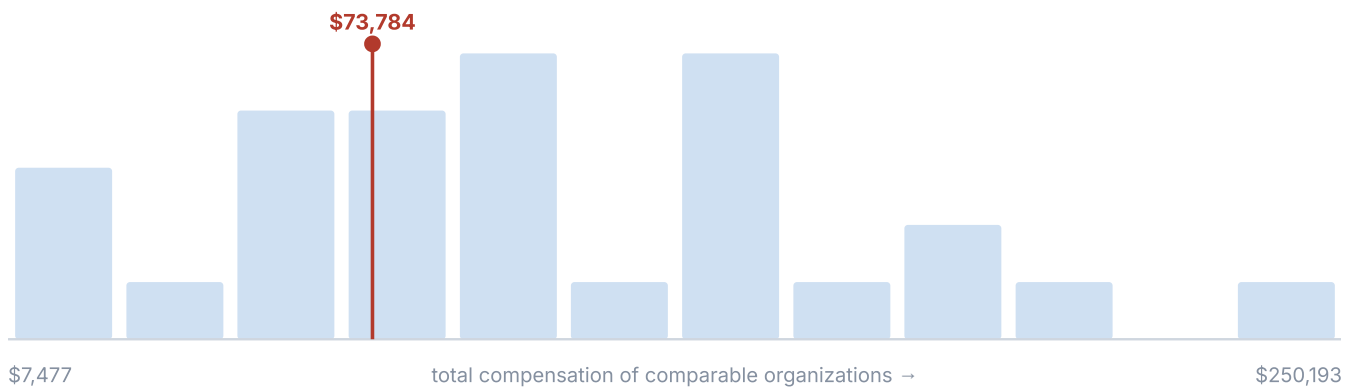
Benchmarked executive: Jay Blazek Crossley — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B05).
BUDGET	Total revenue between \$320,747 and \$718,090 — 0.67x to 1.50x the subject's \$478,727 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B05), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,211	\$64,672	\$97,196	\$138,492	\$172,011	\$73,784
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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
Coalition For Career Development Center	VA	\$460,380	Execu Director	\$210,000	\$202,701	2023
Naiop Research Foundation Inc	VA	\$499,953	Ex-officio (Thru 6/2022)	\$178,389	\$172,189	2023
Ohio Mayors Alliance Foundation	OH	\$503,432	Executive Director	\$112,318	\$115,513	2024
Hildreth Institute Inc	MA	\$451,001	Managing Director	\$160,000	\$139,610	2024
Wmc Litigation Center Inc	WI	\$448,596	Executive Director	\$169,546	\$171,934	2024
Vdare Foundation	WV	\$435,608	President	\$50,833	\$53,444	2024
Achieve Brown County Inc	WI	\$533,948	Executive Director	\$104,546	\$106,019	2024
The Higher Education Partnership	AL	\$545,384	Executive Director	\$19,941	\$20,919	2024
Great Lakes Education Foundation	MI	\$550,100	Treasurer	\$12,250	\$12,640	2023
Wa Charters Action	WA	\$400,024	Co-president, External Affairs	\$71,216	\$63,740	2023
Rockland 21st Century Collaborative	NY	\$564,116	Executive Director	\$188,462	\$165,362	2024
Great Lakes Center For Education	MI	\$391,230	Executive Dir.	\$76,000	\$76,171	2024
Persuasion Institute	DC	\$389,863	President	\$119,634	\$104,950	2023
Washington Coalition For Police	WA	\$385,521	Interim Executive Director	\$96,635	\$84,010	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Arkansas Stem Coalition	AR	\$572,294	Executive Director	\$82,831	\$93,077	2023
Yorktown Institute	MD	\$378,691	President	\$8,000	\$7,477	2023
Plus Foundation	MN	\$372,652	Ceo, Plus	\$31,170	\$29,907	2024
Objective-see Foundation Inc	HI	\$593,182	President, Director	\$145,000	\$129,779	2023
National Athletic Equipment	OH	\$362,223	Executive Director	\$73,494	\$75,584	2024
The Libertarian Institute	TX	\$605,460	Executive Director	\$84,000	\$81,590	2024
Lyra	CO	\$607,755	Ceo	\$268,713	\$250,193	2024
Icu Llc	IL	\$612,850	Director	\$150,514	\$147,927	2023
Center For Race And Opportunity	NC	\$619,554	President	\$94,597	\$97,713	2023
Energy Policy Research Foundation Inc	DC	\$626,099	Employee	\$113,460	\$96,678	2024
Foundation For A Globally Competitive	TX	\$633,473	Executive Dir/secretary	\$64,531	\$62,680	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 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.

● Sample, role match & sensitivity

PEER COUNT 28 organizations. Compensation range \$7,477–\$250,193; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$478,727); for reference, expenses \$387,159 and assets \$106,583.

ROLE MATCH	Jay Blazek Crossley, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	29 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	14 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 (Jay Blazek Crossley) 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 28 similarly situated organizations (Same NTEE sector (B05), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,784 is reasonable (approximately the 29th 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.