

New Orleans Food Policy Advisory Committee

Executive Director / CEO

EIN 833074522

LA · NTEE K01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elisa Munoz, Executive Director / CEO** (\$83,261) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

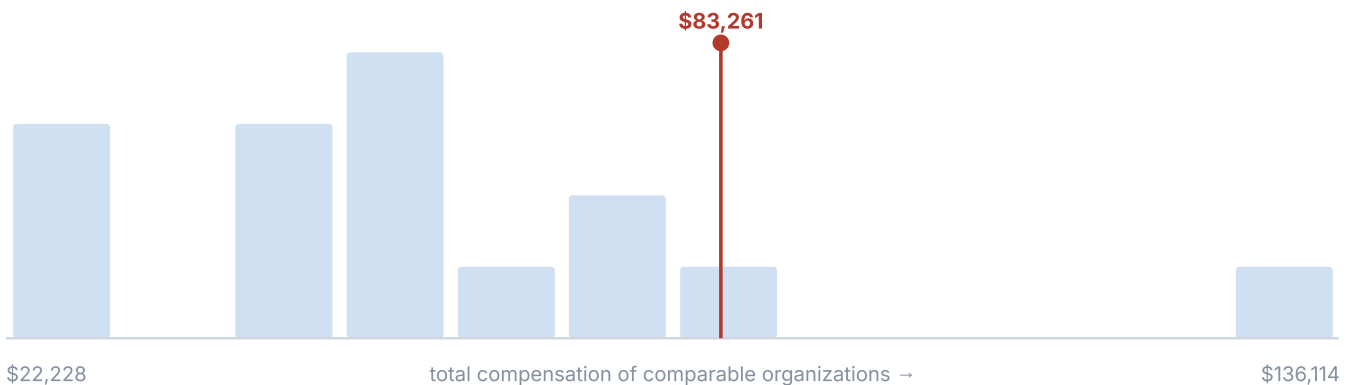
Benchmarked executive: Elisa Munoz — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K01).
BUDGET	Total revenue between \$279,452 and \$625,639 — 0.67x to 1.50x the subject's \$417,093 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K01), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,755 10TH	\$45,010 25TH	\$56,302 MEDIAN	\$68,624 75TH	\$84,278 90TH	\$83,261 THIS ORG · 87TH
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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 LA 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
The Berry Good Food Foundation Inc	CA	\$412,149	Board Member	\$36,565	\$27,851	2024
National Organic Coalition Inc	MA	\$408,748	Executive Di	\$86,436	\$70,539	2023
Hunters Sharing The Harvest Inc	PA	\$400,706	Executive Di	\$88,949	\$78,245	2024
Mission Marshall Inc	TX	\$440,355	Executive Dir.	\$47,115	\$42,801	2023
Freedmen Heirs Foundation Inc	MD	\$463,088	Executive Dir.	\$165,050	\$136,114	2024
Food Exploration And Discovery	CA	\$463,277	President	\$87,580	\$66,709	2024
Ecological Insights	ND	\$350,741	Executive Di	\$49,000	\$47,433	2024
Food Equality Initiative Inc	KS	\$347,856	Ceo	\$90,000	\$88,300	2023
Oregon Community Food System Network	OR	\$342,656	Executive Dir.	\$72,438	\$59,339	2024
Rail Yards Market	NM	\$335,880	Executive Director	\$52,000	\$50,792	2023
Nc Ag Partnership Inc	NC	\$501,265	Chairman	\$60,000	\$56,302	2023
Triple Helix Institute For Agriculture	NY	\$312,435	Executive Director	\$57,539	\$47,218	2023
Renewable Farms	CA	\$307,437	Ceo	\$73,077	\$57,306	2023
A3 Foundation Corp	FL	\$545,190	President	\$26,824	\$22,228	2024
Cook Alliance	CA	\$575,103	Executive Director And Ceo	\$31,061	\$24,358	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 15 organizations. Compensation range \$22,228–\$136,114; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$417,093); for reference, expenses \$332,226 and assets \$115,533.

ROLE MATCH Elisa Munoz, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

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	87 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	87 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 (Elisa Munoz) 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 15 similarly situated organizations (Same NTEE sector (K01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,261 is reasonable (approximately the 87th 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.