

Triple Helix Institute For Agriculture

Executive Director / CEO

EIN 883849296

NY · NTEE K01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Garland, Executive Director / CEO** (\$57,539) 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 **27th** percentile of comparable organizations within the typical range

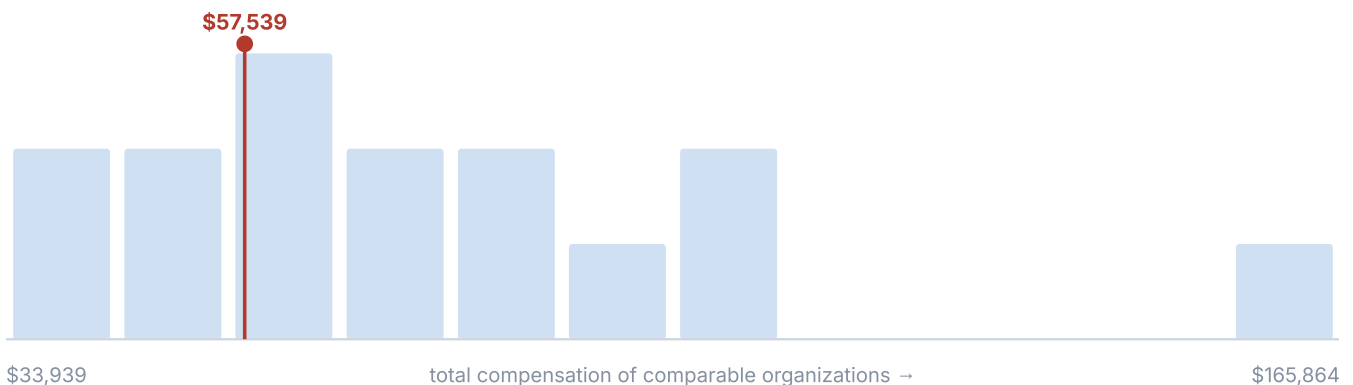
Benchmarked executive: Sarah Garland — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K01).
BUDGET	Total revenue between \$209,331 and \$468,652 — 0.67x to 1.50x the subject's \$312,435 (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



\$46,803	\$55,480	\$69,832	\$90,652	\$105,144	\$57,539
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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 NY 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
Renewable Farms	CA	\$307,437	Ceo	\$73,077	\$69,832	2023
Rail Yards Market	NM	\$335,880	Executive Director	\$52,000	\$61,894	2023
Oregon Community Food System Network	OR	\$342,656	Executive Dir.	\$72,438	\$72,309	2024
Food Equality Initiative Inc	KS	\$347,856	Ceo	\$90,000	\$107,600	2023
Ecological Insights	ND	\$350,741	Executive Di	\$49,000	\$57,800	2024
Food For The Spirit Inc	NY	\$272,637	Executive Director	\$65,769	\$63,882	2024
Indiana Agricultural Law Foundation Inc	IN	\$264,055	President	\$45,552	\$53,160	2023
Northern Colorado Foodshed Project	CO	\$232,647	Executive Director	\$41,947	\$43,235	2024
Hunters Sharing The Harvest Inc	PA	\$400,706	Executive Di	\$88,949	\$95,347	2024
National Organic Coalition Inc	MA	\$408,748	Executive Di	\$86,436	\$85,957	2023
The Berry Good Food Foundation Inc	CA	\$412,149	Board Member	\$36,565	\$33,939	2024
New Orleans Food Policy Advisory Committee	LA	\$417,093	Director	\$83,261	\$101,460	2023
Mission Marshall Inc	TX	\$440,355	Executive Dir.	\$47,115	\$52,156	2023
Freedmen Heirs Foundation Inc	MD	\$463,088	Executive Dir.	\$165,050	\$165,864	2024
Food Exploration And Discovery	CA	\$463,277	President	\$87,580	\$81,290	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 \$33,939–\$165,864; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$312,435); for reference, expenses \$71,045 and assets \$241,944. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sarah Garland, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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.
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	27 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	20 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 (Sarah Garland) 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 \$57,539 is reasonable (approximately the 27th 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.