

Fauquier Education Farm Inc

Executive Director / CEO

EIN 900662914

VA · NTEE K20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James Hankins, Executive Director / CEO** (\$74,180) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

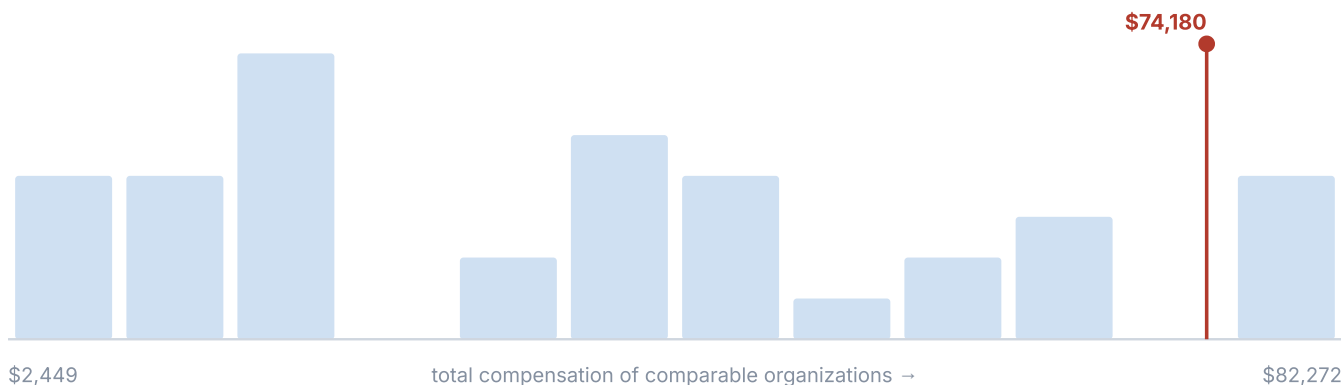
Benchmarked executive: James Hankins — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K20).
BUDGET	Total revenue between \$113,114 and \$253,240 — 0.67x to 1.50x the subject's \$168,827 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K20), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,024	\$17,084	\$37,404	\$54,335	\$70,050	\$74,180
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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 VA 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
Obrien County Livestock Show	IA	\$165,697	Secretary	\$2,160	\$2,449	2024
Oklahoma Wheat Research Foundation Inc	OK	\$180,818	Sec/treasurer	\$10,000	\$11,110	2025
Jefferson Growers Artisans And Prod	WV	\$154,971	Executive Director	\$15,514	\$17,397	2024
Grower-shipper Association Foundation	CA	\$185,507	Executive Director	\$83,820	\$77,176	2023
Patrons Of Husbandry Maine State Grange	ME	\$151,737	Master	\$16,500	\$17,112	2024
Texas Farmers Union Inc	TX	\$149,966	President	\$35,807	\$38,192	2023
Bionutrient Food Association Inc	MA	\$191,809	Executive Di	\$61,890	\$57,600	2024
Mar-del Watermelon Association Inc	MD	\$143,609	Secretary/tr	\$14,400	\$14,355	2023
Western Growers Foundation	CA	\$196,357	President And Ceo	\$51,830	\$47,722	2023
Pembroke Agriculture Corporation	IL	\$136,281	President	\$16,524	\$17,322	2023
Rio Grande Community Farms	NM	\$134,134	Executive Di	\$28,159	\$31,367	2024
Honore Farm And Mill	CA	\$203,746	Executive Director	\$49,087	\$45,196	2023
Farmers Market Management Services	NC	\$133,076	President	\$34,806	\$37,247	2024
Allegheny Mountain Institute	VA	\$131,428	Executive Di	\$17,000	\$17,000	2024
Georgia Minority Outreach	GA	\$211,029	Program Mana	\$49,820	\$53,414	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kindness Farm	OR	\$213,995	President	\$38,961	\$38,580	2023
E-roadmap Inc	FL	\$121,379	Executive Director	\$47,167	\$45,891	2024
Lewis Educational Agricultural Farm	CT	\$217,126	Executive Director	\$17,900	\$17,896	2023
Lee County Fair Association	IL	\$217,716	Secretary	\$3,900	\$3,868	2025
Iglesias Gardens Co	PA	\$218,244	Board Member	\$5,950	\$6,145	2024
The Village Agricultural Cooperative	MN	\$219,056	Ceo	\$60,385	\$63,622	2023
Project Alianza Inc	MA	\$220,721	Executive Director	\$88,400	\$82,272	2024
Gathering Ground Inc	WI	\$222,314	Board Member	\$16,000	\$17,306	2024
Fat Beet Foundation Inc	FL	\$115,200	Board Member	\$9,187	\$8,938	2024
Foothills Farmers Market	NC	\$222,743	Market Manag	\$37,760	\$40,408	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	36 organizations. Compensation range \$2,449–\$82,272; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$168,827); for reference, expenses \$196,544 and assets \$162,832.
ROLE MATCH	James Hankins, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	86 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 (James Hankins) 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 36 similarly situated organizations (Same NTEE sector (K20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,180 is reasonable (approximately the 89th 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.