

# Biddeford Food Pantry

Executive Director / CEO

EIN 010378369  
 ME · NTEE P60  
 FY ending 2025-05-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Donald R Bisson, Executive Director / CEO** (\$32,000) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26<sup>th</sup>** percentile of comparable organizations within the typical range

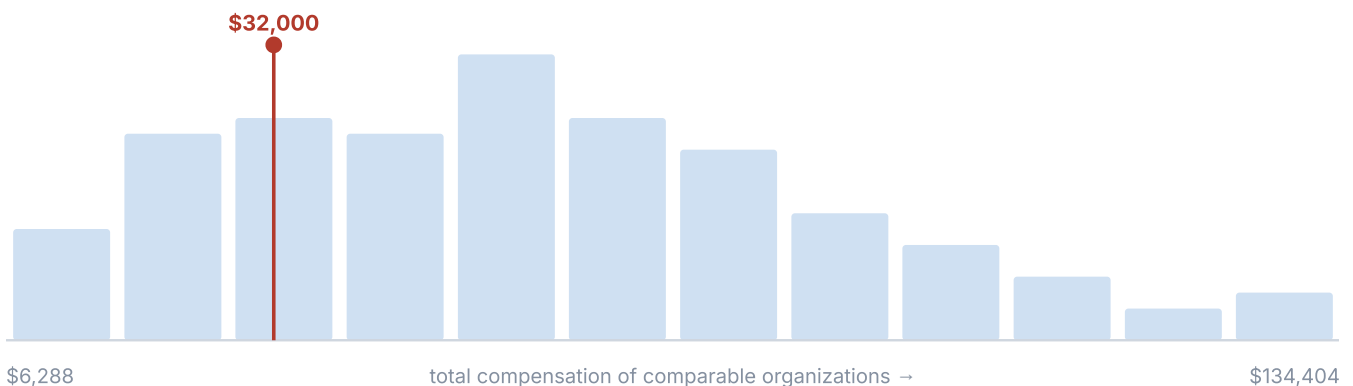
**Benchmarked executive:** Donald R Bisson — reported title “PRESIDENT & MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$272,336 and \$609,708 — 0.67x to 1.50x the subject's \$406,472 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

**114** organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,236	\$31,808	\$53,899	\$78,631	\$93,601	\$32,000
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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 ME 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="#">King Outreach Ministry Inc</a>	NC	\$406,768	Executive Director	\$43,800	<b>\$47,763</b>	2023
<a href="#">Beyond Homeless Inc</a>	IN	\$401,692	Executive Di	\$55,981	<b>\$58,956</b>	2025
<a href="#">Redemptorist Social Services Center Inc</a>	MO	\$411,805	Executive Director	\$81,750	<b>\$88,758</b>	2024
<a href="#">Midland Baptist Crisis Center</a>	TX	\$411,908	Executive Director	\$78,000	<b>\$79,982</b>	2024
<a href="#">Love Light And Melody</a>	CO	\$398,768	Executive Di	\$117,380	<b>\$115,377</b>	2024
<a href="#">Gainesville Community Ministryinc</a>	FL	\$398,510	Executive Director	\$51,753	<b>\$49,837</b>	2024
<a href="#">Union County Crisis Assistance</a>	NC	\$415,024	Executive Di	\$62,292	<b>\$65,978</b>	2024
<a href="#">Big Lake Community Food Shelf Inc</a>	MN	\$416,847	Executive Director	\$43,371	<b>\$43,931</b>	2024
<a href="#">Murray Calloway Need Line Association Inc</a>	KY	\$393,622	Executive Director	\$51,606	<b>\$56,834</b>	2024
<a href="#">World Compassion Network Inc</a>	IN	\$388,367	Executive Di	\$32,150	<b>\$35,781</b>	2023
<a href="#">Agape Pamoja Inc</a>	MO	\$424,630	Board Member	\$20,000	<b>\$21,714</b>	2024
<a href="#">Burrito Brigade</a>	OR	\$424,867	Executive Di	\$55,800	<b>\$53,118</b>	2024
<a href="#">Gridiron Greats Assistance Fund Inc</a>	IL	\$387,303	Executive Director	\$65,000	<b>\$65,506</b>	2024
<a href="#">Coldwater Ministries Inc</a>	AL	\$425,750	Dir/vp/sec	\$46,500	<b>\$53,017</b>	2023
<a href="#">Christian Service Program Institute</a>	LA	\$384,106	Executive Director	\$61,624	<b>\$69,558</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Diakonia</a>	CO	\$382,826	Executive Director	\$79,420	<b>\$80,370</b>	2023
<a href="#">Goodwill Rescue Mission Inc</a>	NY	\$381,900	President/ceo	\$15,280	<b>\$14,153</b>	2024
<a href="#">Level Ground</a>	MN	\$431,499	President	\$19,164	<b>\$19,411</b>	2024
<a href="#">Community Response Coalition Of Kentucky Inc</a>	KY	\$379,634	Board Member	\$7,500	<b>\$8,259</b>	2024
<a href="#">The Record's People For People Fund Inc</a>	NY	\$373,259	Executive Director	\$33,390	<b>\$30,929</b>	2024
<a href="#">Nc National Guard Soldiers &amp; Airmen</a>	NC	\$372,002	Secretary/executive Director	\$39,000	<b>\$41,308</b>	2024
<a href="#">Foothills Food Pantry</a>	NC	\$441,634	Coordinator	\$26,880	<b>\$28,471</b>	2024
<a href="#">Peace House Community</a>	MN	\$443,507	Dirctor Non Voting	\$92,009	<b>\$93,195</b>	2024
<a href="#">Colorful Closets Of Amarillo Inc</a>	TX	\$368,468	Co-ex. Director	\$39,985	<b>\$41,001</b>	2024
<a href="#">Movements Of Grace Inc</a>	CA	\$367,690	President	\$100,000	<b>\$88,516</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME cost of living and 2025 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 ME 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** 114 organizations. Compensation range \$6,288–\$134,404; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$406,472); for reference, expenses \$293,672 and assets \$1,195,698.

**ROLE MATCH** Donald R Bisson, reported title "*PRESIDENT & MANAGER*", 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.**

**RELATED-ORG PAY** 3 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	26 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	29 <sup>th</sup>
All sources (D + E + F), adjusted	25 <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 (Donald R Bisson) 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 114 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,000 is reasonable (approximately the 26<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 9, 2026.