

# Rutland Area Foodshelf Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Audrey Bridge, Executive Director / CEO** (\$49,154) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

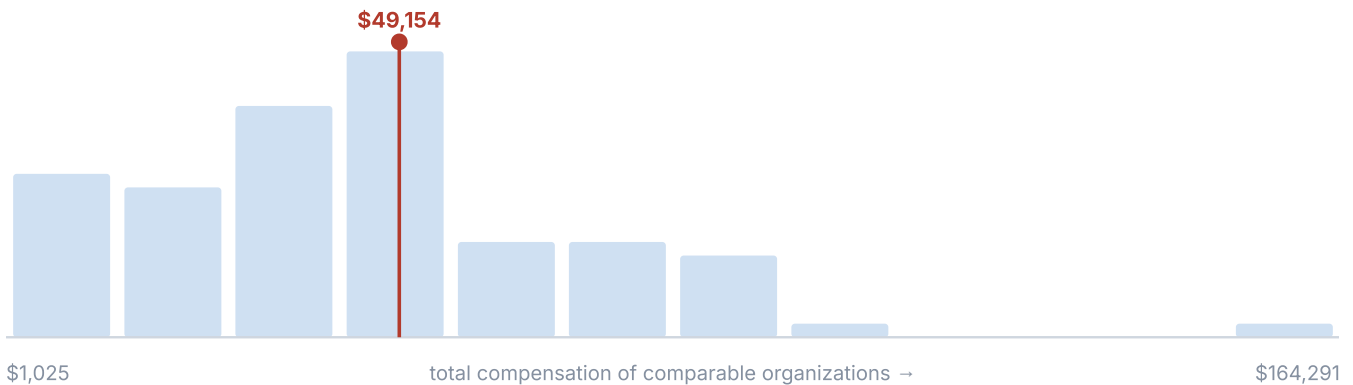
**Benchmarked executive:** Audrey Bridge — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$144,193 and \$322,821 — 0.67x to 1.50x the subject's \$215,214 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

**83** organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,026	\$25,343	\$43,156	\$57,684	\$80,645	\$49,154
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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 VT 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="#">Farmers Market Of The Ozarks Inc</a>	MO	\$215,981	Executive Director	\$41,350	<b>\$44,797</b>	2023
<a href="#">Center For A Green Future</a>	ME	\$214,205	Managing Director	\$25,000	<b>\$25,605</b>	2023
<a href="#">Project 216 Inc</a>	IN	\$216,461	Event Development Specialist	\$32,644	<b>\$35,212</b>	2023
<a href="#">Camellas Cupboard Incorporated</a>	CT	\$213,476	Executive Director	\$41,500	<b>\$38,659</b>	2024
<a href="#">Putney Foodshelf Inc</a>	VT	\$217,212	Executive Director	\$59,241	<b>\$57,714</b>	2025
<a href="#">Ma'alot Farms</a>	CA	\$217,861	Executive Director/secretary	\$35,050	<b>\$30,957</b>	2023
<a href="#">Spice Field Kitchen Inc</a>	OH	\$217,984	Coo	\$72,365	<b>\$74,186</b>	2025
<a href="#">Helps Outreach Inc</a>	FL	\$218,935	Pres/treas/b	\$86,000	<b>\$80,267</b>	2024
<a href="#">Believing In Our Future Inc</a>	TX	\$210,148	Director	\$48,000	<b>\$49,113</b>	2023
<a href="#">Cortland Loaves &amp; Fishes Inc</a>	NY	\$207,958	Executive Dir.	\$49,337	<b>\$45,601</b>	2023
<a href="#">Food Is Free Albuquerque Chapter</a>	NM	\$222,630	Managing Dir	\$33,111	<b>\$36,427</b>	2023
<a href="#">Our Daily Bread</a>	MS	\$222,786	Executive Director	\$18,750	<b>\$21,360</b>	2023
<a href="#">First Fruits Of The Ridge Inc</a>	GA	\$224,418	Lead Pastor	\$65,000	<b>\$64,933</b>	2024
<a href="#">Soup For The Soul Org Inc</a>	KY	\$204,886	Program Manager	\$42,952	<b>\$47,202</b>	2023
<a href="#">Community Markets Inc</a>	WV	\$204,602	Operations Manager	\$47,259	<b>\$50,838</b>	2024
<a href="#">A Best Choice Mobile Ultrasound And</a>	VA	\$225,974	Executive Di	\$87,300	<b>\$86,220</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kettering Back Pack Inc</a>	OH	\$226,497	Executive Director	\$19,128	<b>\$20,723</b>	2023
<a href="#">Mothers For Mothers Postpartum Justice Project</a>	CA	\$227,724	President	\$24,000	<b>\$20,590</b>	2024
<a href="#">Stone Soup</a>	UT	\$228,935	Executive Di	\$2,500	<b>\$2,542</b>	2024
<a href="#">Sfmv Inc</a>	FL	\$232,360	Market Manager	\$44,136	<b>\$47,684</b>	2021
<a href="#">East Kentucky Dream Center Inc</a>	KY	\$197,997	Director	\$28,229	<b>\$30,132</b>	2024
<a href="#">Seven Loaves Soup Kitchen Inc</a>	PA	\$233,043	Mission Coordinator	\$12,000	<b>\$11,889</b>	2024
<a href="#">Northwest Mutual Aid Collective Inc</a>	PA	\$233,724	Executive Director	\$70,901	<b>\$72,321</b>	2023
<a href="#">Gorham Ecumenical Food Pantry</a>	ME	\$196,126	Executive Director	\$13,500	<b>\$13,827</b>	2023
<a href="#">Fundacion Yo Puedo Inc</a>	PR	\$235,670	President	\$2,395	<b>\$2,395</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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	<b>83</b> organizations. Compensation range \$1,025–\$164,291; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$215,214); for reference, expenses \$274,701 and assets \$591,830.
ROLE MATCH	Audrey Bridge, reported title " <i>Executive Dir.</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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	66 <sup>th</sup>
All sources (D + E + F), adjusted	63 <sup>rd</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 (Audrey Bridge) 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 83 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,154 is reasonable (approximately the 64<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 10, 2026.