

# Friday Night Supper Program Inc

Executive Director / CEO

EIN 043238043

MA · NTEE K30Z

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Aidaliz Perez, Executive Director / CEO** (\$59,173) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

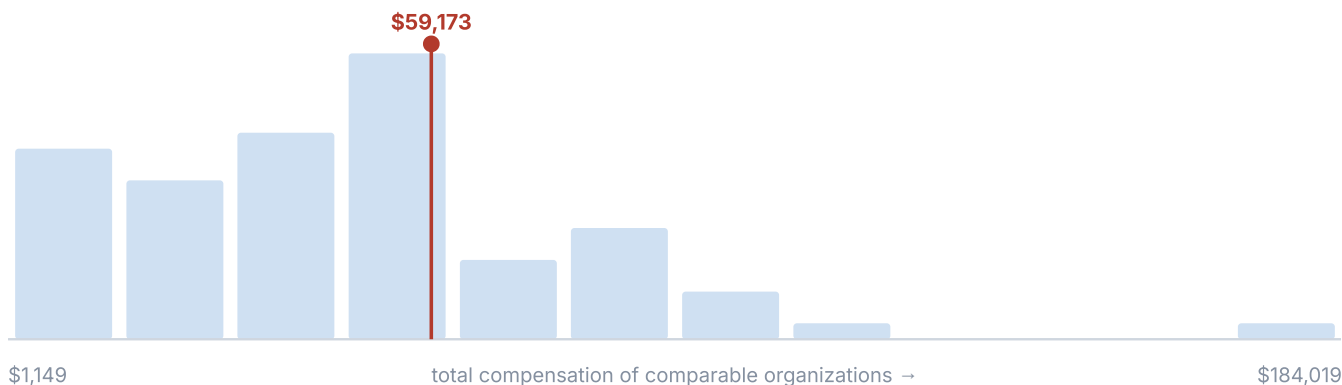
**Benchmarked executive:** Aidaliz Perez — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30Z).
BUDGET	Total revenue between \$128,016 and \$286,603 — 0.67x to 1.50x the subject's \$191,069 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

**70** organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,291	\$24,615	\$45,689	\$60,722	\$89,408	\$59,173
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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 MA 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="#">Germantown Help Inc</a>	MD	\$190,606	Exec Director/ceo	\$75,734	<b>\$81,120</b>	2023
<a href="#">Cooking For Long Island Veterans</a>	NY	\$190,012	Officer	\$16,000	<b>\$16,089</b>	2024
<a href="#">Giving In Kindness In Arkansas Inc</a>	AR	\$189,359	President And Director	\$45,788	<b>\$57,275</b>	2024
<a href="#">Bethany Center</a>	OH	\$186,012	President	\$40,000	<b>\$48,538</b>	2023
<a href="#">Gorham Ecumenical Food Pantry</a>	ME	\$196,126	Executive Director	\$13,500	<b>\$15,488</b>	2023
<a href="#">Hunger Impact Partners</a>	MN	\$184,195	Chief Exec O	\$167,352	<b>\$184,019</b>	2024
<a href="#">East Kentucky Dream Center Inc</a>	KY	\$197,997	Director	\$28,229	<b>\$33,750</b>	2024
<a href="#">Community Markets Inc</a>	WV	\$204,602	Operations Manager	\$47,259	<b>\$56,942</b>	2024
<a href="#">Soup For The Soul Org Inc</a>	KY	\$204,886	Program Manager	\$42,952	<b>\$52,870</b>	2023
<a href="#">Vittles For Vets</a>	VA	\$175,714	President/director	\$8,462	<b>\$9,092</b>	2024
<a href="#">Cortland Loaves &amp; Fishes Inc</a>	NY	\$207,958	Executive Dir.	\$49,337	<b>\$51,077</b>	2023
<a href="#">Emerge Inc</a>	CT	\$173,477	President	\$26,250	<b>\$26,683</b>	2025
<a href="#">Stillwater Mobile Meals Inc</a>	OK	\$172,720	Executive Dir.	\$44,358	<b>\$54,355</b>	2024
<a href="#">Believing In Our Future Inc</a>	TX	\$210,148	Director	\$48,000	<b>\$55,011</b>	2023
<a href="#">Hungry Heroes Incorporated</a>	SC	\$171,853	President	\$61,213	<b>\$73,164</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Novick Urban Farm</a>	PA	\$170,617	Project Manager	\$45,215	<b>\$50,177</b>	2024
<a href="#">Camellas Cupboard Incorporated</a>	CT	\$213,476	Executive Director	\$41,500	<b>\$43,301</b>	2024
<a href="#">Center For A Green Future</a>	ME	\$214,205	Managing Director	\$25,000	<b>\$28,680</b>	2023
<a href="#">Rutland Area Foodshelf Inc</a>	VT	\$215,214	Executive Dir.	\$49,154	<b>\$55,057</b>	2024
<a href="#">Farmers Market Of The Ozarks Inc</a>	MO	\$215,981	Executive Director	\$41,350	<b>\$50,176</b>	2023
<a href="#">Project 216 Inc</a>	IN	\$216,461	Event Development Specialist	\$32,644	<b>\$39,440</b>	2023
<a href="#">Snack In A Backpack Inc</a>	GA	\$165,273	Director	\$31,763	<b>\$35,540</b>	2024
<a href="#">Putney Foodshelf Inc</a>	VT	\$217,212	Executive Director	\$59,241	<b>\$64,644</b>	2025
<a href="#">Ma'alot Farms</a>	CA	\$217,861	Executive Director/secretary	\$35,050	<b>\$34,675</b>	2023
<a href="#">Spice Field Kitchen Inc</a>	OH	\$217,984	Coo	\$72,365	<b>\$83,095</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **70** organizations. Compensation range \$1,149–\$184,019; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$191,069); for reference, expenses \$140,058 and assets \$603,015.

ROLE MATCH	Aidaliz Perez, 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	2 peers 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (Aidaliz Perez) 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 70 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,173 is reasonable (approximately the 73<sup>rd</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.