

Storehouse Daily Bread Ministry

Executive Director / CEO

EIN 061802239
 NC · NTEE K30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cecilia Bowman, Executive Director / CEO** (\$24,432) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

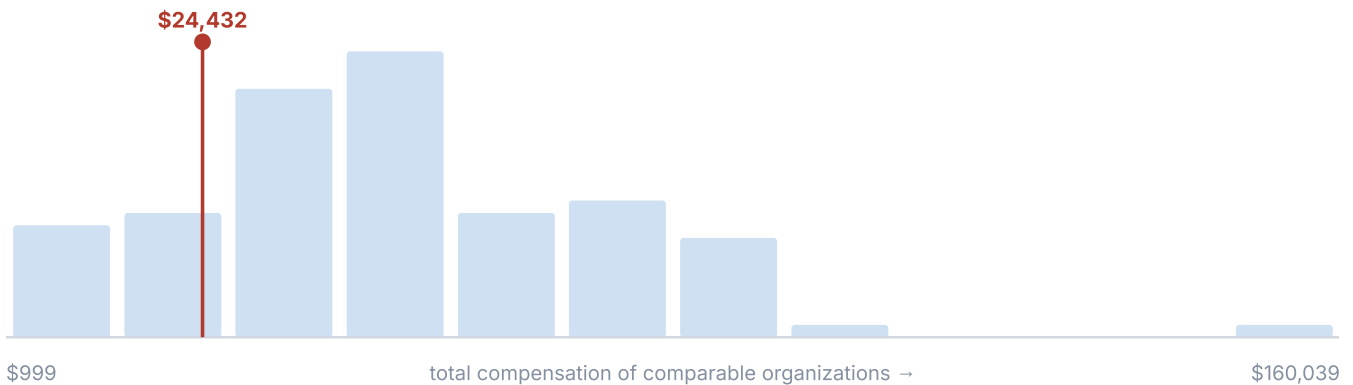
Benchmarked executive: Cecilia Bowman — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

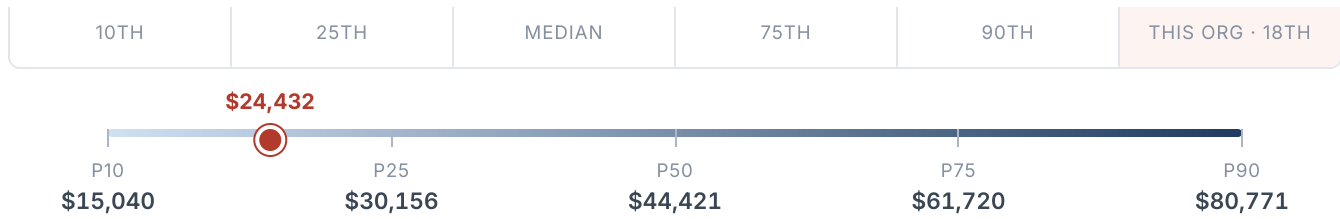
SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$172,776 and \$386,812 — 0.67x to 1.50x the subject's \$257,875 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

93 organizations qualified on sector, size, and geography → **93** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,040	\$30,156	\$44,421	\$61,720	\$80,771	\$24,432
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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 NC 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
Love The Hungry Inc	KY	\$257,284	Executive Director	\$54,096	\$57,909	2023
Positive Community Kitchen	OR	\$257,263	Executive Director	\$34,463	\$31,889	2023
Outreach Program Of Brainerd Lakes	MN	\$258,610	Executive Di	\$70,000	\$68,919	2023
Now Serving Inc	NC	\$256,898	Executive Director	\$80,859	\$83,247	2023
Provo Farmers Market	UT	\$256,114	Executive Dir.	\$33,500	\$33,183	2024
Healthy Foods For Healthy Kids Inc	DE	\$260,933	Executive Director	\$79,650	\$77,709	2023
Soil2service Inc	MI	\$254,394	Executive Director	\$1,000	\$999	2024
Forever Fed Inc	GA	\$262,261	Director	\$3,005	\$2,924	2024
Colorado Farm To Table Inc	CO	\$248,995	Executive Dir.	\$39,350	\$36,517	2024
Petare-latam Foundation Inc	FL	\$245,674	Treasurer	\$32,350	\$29,412	2024
Hungry World Farm	IL	\$241,844	Executive Director	\$18,995	\$18,607	2023
The Preservery Foundation	CO	\$241,628	Executive Director	\$110,000	\$102,081	2024
Katie's Kroops	SC	\$241,388	President	\$48,000	\$51,941	2022
Travelers Rest Farmers Market	SC	\$239,400	Executive Di	\$46,686	\$47,137	2024
Table Of Plenty Hmb	CA	\$238,096	Executive Director	\$49,154	\$42,292	2023
Shelbyville Community Soup Kitchen	TN	\$237,980	Employee	\$41,100	\$41,811	2024
Dig In Yancey Community Garden	NC	\$236,988	Executive Director	\$44,972	\$44,972	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Musically Fed	AZ	\$236,845	Executive Director - Founder	\$84,500	\$78,649	2024
Passion And Compassion Inc	MD	\$279,365	Executive Dir.	\$57,000	\$53,098	2023
Hartford Food System Inc	CT	\$279,495	Executive Dir.	\$87,539	\$81,782	2023
5loaves2fishmi	MI	\$235,864	Secretary	\$15,000	\$14,984	2024
Fundacion Yo Puedo Inc	PR	\$235,670	President	\$2,395	\$2,395	2024
Northwest Mutual Aid Collective Inc	PA	\$233,724	Executive Director	\$70,901	\$70,450	2023
Seven Loaves Soup Kitchen Inc	PA	\$233,043	Mission Coordinator	\$12,000	\$11,582	2024
Feed Our Streets	CA	\$283,219	Ceo	\$31,000	\$25,907	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	93 organizations. Compensation range \$999–\$160,039; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$257,875); for reference, expenses \$227,405 and assets \$481,135.
ROLE MATCH	Cecilia Bowman, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	18 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	18 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 (Cecilia Bowman) 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 93 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,432 is reasonable (approximately the 18th 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.