

The Commons Center For Food Security & Sustainability

Executive Director / CEO

EIN 201004201
 NM · NTEE P20
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **David Chandler, Executive Director / CEO** (\$38,368) against **every comparable organization** that fit the selection criteria — **1071** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

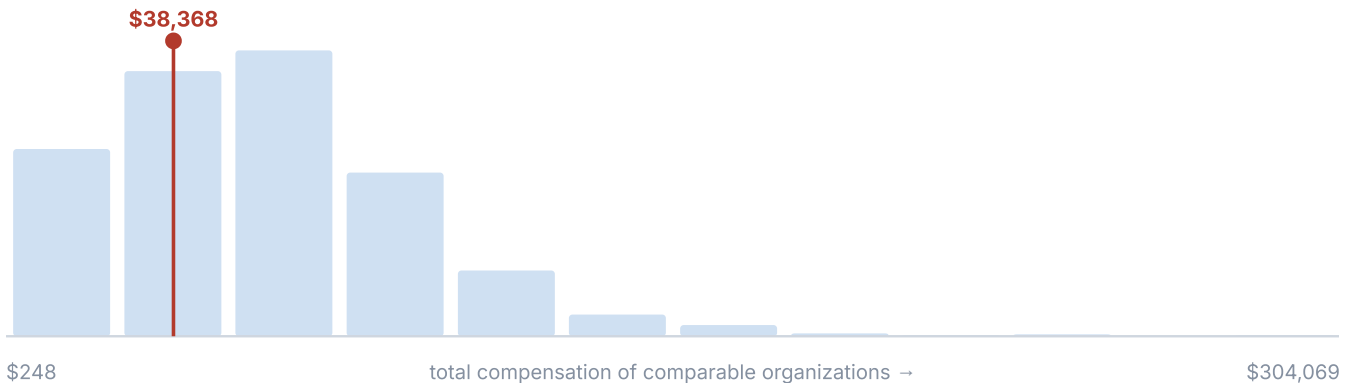
Benchmarked executive: David Chandler — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$275,230 and \$616,188 — 0.67x to 1.50x the subject's \$410,792 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,071 organizations qualified on sector, size, and geography → **1,071** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,501 10TH	\$32,788 25TH	\$54,002 MEDIAN	\$77,746 75TH	\$102,076 90TH	\$38,368 THIS ORG · 31ST
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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 NM 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
Brothers Empowered	MN	\$410,701	Executive Director And Board Chair	\$65,000	\$61,479	2023
Unbridled Spirit 7	WA	\$411,014	Executive Director	\$72,002	\$59,935	2024
Crossroads Outreach Ministries Inc	MS	\$411,077	Executive Director	\$68,300	\$70,725	2024
The Bay Area Mural Program Inc	CA	\$411,111	Executive Di	\$137,705	\$113,821	2023
Kids First Family Services	NV	\$410,279	Executive Director	\$48,100	\$46,152	2023
Assist Indiana Inc	IN	\$410,156	Executive Director	\$41,434	\$40,625	2024
Community Of Hope	MO	\$411,572	Executive Director	\$149,998	\$152,074	2023
Dream Center Inc	OK	\$409,937	Executive Director	\$32,730	\$33,508	2024
Assuaged Foundation Inc	CA	\$411,679	Vice President	\$3,150	\$2,529	2024
Aging In Pace Washington	WA	\$411,837	President	\$30,263	\$25,191	2024
Chicktech	OR	\$409,630	Executive Director	\$79,512	\$68,652	2024
Rooted In Grace & Love Inc	NC	\$409,621	Executive Di	\$64,176	\$61,653	2024
Confident Sole	MI	\$411,963	Executive Di	\$90,000	\$86,369	2024
Sciboston Inc	MA	\$409,561	Executive Di	\$89,954	\$73,218	2025
Life Relaunch Inc	FL	\$409,546	President/director	\$76,240	\$68,557	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rightpath Health Screenings	AZ	\$412,228	President/ceo	\$99,840	\$91,910	2023
Big Island Mediation	HI	\$409,192	Executive Di	\$58,891	\$49,022	2024
Sisterhood Of Salaam Shalom	NJ	\$409,192	Executive Dir.	\$100,000	\$85,464	2023
Rainbow Cafe Lgbtg Center	IL	\$409,133	Executive Director (Former	\$60,000	\$54,843	2024
Lamorinda Village Inc	CA	\$408,442	Executive Director	\$87,800	\$70,490	2024
Jambos Inc	GA	\$408,395	Ceopresident	\$84,196	\$78,711	2024
Winstonnet Inc	NC	\$408,371	Executive Director	\$86,107	\$85,164	2023
Women In Circle Inc	KY	\$413,438	Executive Director	\$42,000	\$41,954	2024
3e Restoration Inc	VA	\$407,920	Executive Director	\$40,000	\$36,969	2023
Back On Track Addiction Ministries	NC	\$407,903	Executive Director	\$53,750	\$51,637	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 1071 organizations. Compensation range \$248–\$304,069; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$410,792); for reference, expenses \$394,646 and assets \$1,172,915.

ROLE MATCH David Chandler, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	31 st
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	28 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 (David Chandler) 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 1071 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,368 is reasonable (approximately the 31st 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.