





## ■ 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 CA 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="#">Project Milk Mission</a>	OH	\$274,762	President	\$92,209	<b>\$113,102</b>	2023
<a href="#">The Body Positive</a>	CA	\$269,542	Executive Direc	\$129,918	<b>\$126,191</b>	2024
<a href="#">American Nutrition Care</a>	TX	\$262,184	Manager	\$30,842	<b>\$34,703</b>	2024
<a href="#">Partnership For Food Safety Education Inc</a>	OH	\$344,522	Executive Director	\$118,175	<b>\$140,793</b>	2024
<a href="#">Chefs For Impact Inc</a>	NY	\$249,700	Managing Director	\$65,993	<b>\$69,060</b>	2023
<a href="#">Community Food Connections Inc</a>	AZ	\$350,794	Executive Director	\$65,000	<b>\$70,317</b>	2024
<a href="#">Table For Two Usa</a>	NY	\$240,702	President	\$54,000	<b>\$56,509</b>	2023
<a href="#">Sustainability And Community Health Initiative</a>	CA	\$228,120	Treasurer And Ceo	\$33,289	<b>\$33,289</b>	2023
<a href="#">Advent Hope Ventures Inc</a>	NY	\$226,145	President	\$30,000	<b>\$31,394</b>	2023
<a href="#">Midwest Food Connection</a>	MN	\$219,385	President/treasurer	\$4,000	<b>\$4,331</b>	2025
<a href="#">Peoria Grown</a>	IL	\$217,889	Dietician	\$13,276	<b>\$15,115</b>	2023
<a href="#">Farm To Table Buy Local</a>	PA	\$382,446	Executive Director	\$40,000	<b>\$44,869</b>	2024
<a href="#">Fresh Rx Inc</a>	FL	\$391,890	Secretary	\$4,590	<b>\$4,850</b>	2024
<a href="#">St Johnsbury Nutritional Center Inc</a>	VT	\$204,693	Director	\$48,842	<b>\$55,299</b>	2024
<a href="#">Orchard Community Learning Service</a>	AZ	\$201,308	Ceo	\$25,524	<b>\$27,612</b>	2024
<a href="#">Harvest House Outreach Inc</a>	OK	\$401,962	Executive Director	\$41,213	<b>\$51,047</b>	2024
<a href="#">Slow Food Co-denver</a>	CO	\$402,916	Executive Director	\$70,781	<b>\$78,599</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Metro Lifestyle Ministries Inc</a>	AL	\$413,219	Secretary-treasurer	\$9,100	<b>\$11,059</b>	2024
<a href="#">From Farm To Table Inc</a>	NY	\$416,406	Executive Director	\$108,372	<b>\$113,408</b>	2023
<a href="#">Child Development Nutrition Program Inc</a>	TX	\$423,022	President	\$35,800	<b>\$41,472</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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	20 organizations. Compensation range \$4,331–\$140,793; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$300,032); for reference, expenses \$246,188 and assets \$107,693.
ROLE MATCH	Wendy Hileman, reported title "CEO", 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	60 <sup>th</sup>

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All sources (D + E + F), adjusted

60<sup>th</sup>

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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

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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 (Wendy Hileman) 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 20 similarly situated organizations (Same NTEE sector (K40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,402 is reasonable (approximately the 60<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.