

Milly's Pantry Inc

Executive Director / CEO

EIN 262897641
 NY · NTEE K31
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Denise Taylor, Executive Director / CEO** (\$54,708) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

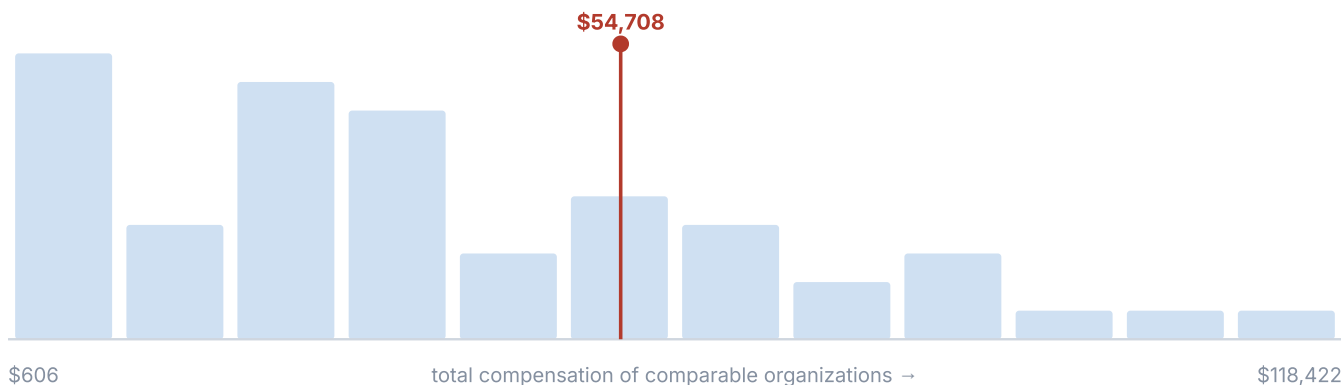
Benchmarked executive: Denise Taylor — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K31).
BUDGET	Total revenue between \$152,082 and \$340,483 — 0.67x to 1.50x the subject's \$226,989 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,760	\$13,999	\$33,302	\$56,832	\$80,436	\$54,708
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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 NY 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
Brooklyn Rescue Mission Urban Harvest Center Inc	NY	\$226,034	President	\$25,000	\$25,738	2023
Northern Stokes Food Pantry Inc	NC	\$228,071	Board Member	\$3,750	\$4,288	2024
Hunger Fighters Oregon	OR	\$229,556	Executive Director	\$90,428	\$92,933	2024
Families Feeding Hope Foundation	OK	\$223,322	Director	\$4,255	\$5,339	2023
Cultivate Abundance Inc	FL	\$230,805	Executive Di	\$113,910	\$118,422	2024
Jackson Community Food Pantry	MI	\$222,374	Executive Director/treasurer	\$31,600	\$36,095	2024
Families Helping Families Ministries Inc	GA	\$221,403	President	\$28,650	\$31,879	2024
Living Stones	PA	\$233,220	Executive Di	\$51,000	\$56,283	2024
Bullhead Regional Food Bank Inc	AZ	\$218,487	Executive Dir.	\$4,615	\$4,912	2024
Astoria Food Pantry Inc	NY	\$235,826	Board Member	\$3,000	\$3,089	2023
Your Neighbor's House	TX	\$239,093	Executive Director	\$44,992	\$51,277	2023
Sag Harbor Comm Food Pantry Inc	NY	\$212,978	Executive Di	\$8,597	\$8,597	2024
Toppenish Community Chest	WA	\$209,879	Executive Di	\$34,501	\$33,302	2025
East Texas Food Bank Foundation Inc	TX	\$209,157	Ceo Etfb	\$22,461	\$24,864	2024
Loudon Food Pantry	NH	\$208,681	President	\$36,400	\$37,195	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gleaners Dispatch Inc	FL	\$245,912	President	\$24,700	\$26,437	2023
Beckley Dream Center Inc	WV	\$207,718	Director	\$12,699	\$15,666	2023
Caldwell County Christian Foundation	TX	\$246,282	Exec. Irecttor	\$60,288	\$66,739	2024
Ignite Center	IL	\$207,665	President	\$20,685	\$23,169	2023
Sunrise Christian Food Ministry	CA	\$249,710	Board Member	\$34,300	\$32,777	2024
Mukwonago Food Pantry	WI	\$251,074	Exec. Director	\$58,667	\$69,807	2023
Red Truck Ministry	VA	\$201,024	Admin Assist	\$6,268	\$6,697	2024
4 Saints Episcopal Food Pantry	TX	\$255,392	Executive Dir.	\$7,500	\$8,302	2024
Antigo Area Community Food Pantry	WI	\$197,844	Manager	\$41,860	\$49,808	2023
Our Daily Bread Soup Kitchen Foundation Inc	MA	\$196,516	Executive Director	\$57,700	\$57,380	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 51 organizations. Compensation range \$606–\$118,422; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$226,989); for reference, expenses \$230,309 and assets \$581,549.

ROLE MATCH Denise Taylor, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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 rd
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	69 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 (Denise Taylor) 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 51 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,708 is reasonable (approximately the 73rd 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.