

Chestnut Hill Meals On Wheels

Executive Director / CEO

EIN 264192537

PA · NTEE K36

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carey Davis, Executive Director / CEO** (\$33,800) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

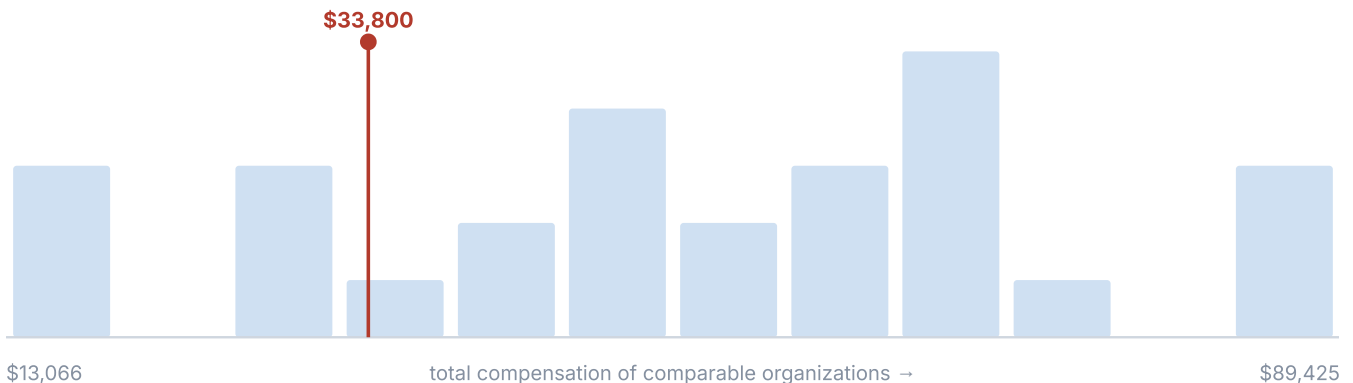
Benchmarked executive: Carey Davis — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K36).
BUDGET	Total revenue between \$246,546 and \$551,970 — 0.67x to 1.50x the subject's \$367,980 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K36), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,578	\$39,111	\$53,553	\$65,512	\$76,900	\$33,800
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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 PA 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
Warm Blessings Inc	KY	\$380,013	Executive Di	\$60,109	\$66,671	2023
Lawrence Meals On Wheels Inc	KS	\$380,378	Executive Di	\$54,457	\$58,995	2024
Meals Of Virginia Beach Inc	VA	\$385,915	Executive Di	\$50,900	\$49,283	2024
Valley Meals On Wheels Inc	ID	\$349,183	Coordinator	\$43,561	\$46,468	2024
Ferndale Senior Resource Agency	CA	\$346,396	Executive Direc	\$67,950	\$58,838	2024
Cleveland Park Village Inc	DC	\$390,013	Executive Director	\$97,353	\$85,667	2024
Valley Meals And More	CO	\$392,440	Executive Director	\$65,270	\$64,613	2023
Meals On Wheels The Crossroads	PA	\$341,965	Executive Di	\$66,692	\$66,692	2024
Senior Services Consortium	MN	\$338,738	Executive Director	\$83,916	\$85,605	2023
Bloomington Meals On Wheels Inc	IN	\$314,735	Executive Dir.	\$42,662	\$46,447	2023
State College Area Meals On Wheels	PA	\$425,036	Executive Director	\$66,410	\$66,410	2024
Meals On Wheels Of Western Broome Inc	NY	\$436,624	Executive Director	\$59,100	\$53,553	2024
Meals-on-wheels Of White Plains Inc	NY	\$292,506	Executive Director	\$78,461	\$71,096	2024
Forged By Fire Services	LA	\$291,805	President	\$13,570	\$14,984	2024
Mobile Meals Foundation	OH	\$285,622	Secretary	\$11,949	\$13,066	2023
The Dalles Meals On Wheels Inc	OR	\$450,702	Manager And	\$61,748	\$57,502	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Meals On Wheels Of Evansville Inc	IN	\$274,945	Executive Director	\$27,715	\$29,308	2024
Medina Senior Center Inc	TX	\$472,426	Executive Director	\$45,213	\$45,353	2024
Hope Partners Of	CT	\$257,384	Executive Di	\$68,495	\$64,400	2024
Mechanicsburg Area Meals On Wheels	PA	\$256,422	Executive Di	\$31,555	\$31,555	2024
Pampa Meals On Wheels Inc	TX	\$250,156	Executive Di	\$30,225	\$31,214	2023
Centerburg Senior Services Inc	OH	\$246,902	Executive Di	\$39,648	\$42,110	2024
Ninilchik Senior Citizens Inc	AK	\$511,732	Executive Direc	\$59,066	\$58,300	2023
Galveston Island Meals On Wheels Inc	TX	\$533,836	—	\$36,000	\$36,111	2024
Baytown Meals On Wheels	TX	\$541,261	Executive Di	\$42,000	\$42,130	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 27 organizations. Compensation range \$13,066–\$89,425; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$367,980); for reference, expenses \$312,675 and assets \$368,661.

ROLE MATCH Carey Davis, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	15 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 (Carey Davis) 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 27 similarly situated organizations (Same NTEE sector (K36), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,800 is reasonable (approximately the 22nd 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.