

# Richmond Food Shelf And Thrift Store Inc

Executive Director / CEO

EIN 264758235  
 VT · NTEE K31  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Mary Joy Patchett, Executive Director / CEO** (\$42,482) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

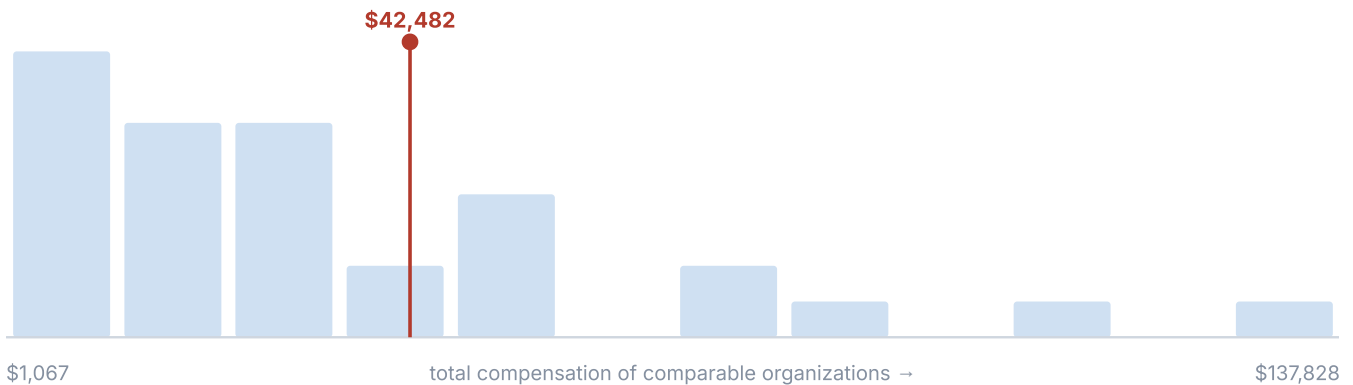
**Benchmarked executive:** Mary Joy Patchett — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K31).
BUDGET	Total revenue between \$103,287 and \$231,240 — 0.67x to 1.50x the subject's \$154,160 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

**31** organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,793	\$12,778	\$27,018	\$49,030	\$74,911	\$42,482
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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 VT 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="#">Why Not Ministries</a>	TN	\$159,692	President	\$10,271	<b>\$11,043</b>	2023
<a href="#">Junction City Local Aid</a>	OR	\$147,846	Pantry Coordinator	\$28,444	<b>\$27,018</b>	2023
<a href="#">Bloomer Area Food Pantry Inc</a>	WI	\$166,536	Director	\$20,920	<b>\$21,706</b>	2024
<a href="#">The Lords Cupboard Community Pantry</a>	IA	\$169,482	Executive Di	\$22,193	<b>\$24,142</b>	2024
<a href="#">Red Door Food Pantry Inc</a>	GA	\$135,932	Executive Dir.	\$38,686	<b>\$38,646</b>	2024
<a href="#">His Supper Table</a>	WA	\$134,887	Trustee	\$1,200	<b>\$1,067</b>	2024
<a href="#">North Dearborn Pantry Inc</a>	IN	\$179,282	Operations	\$22,258	<b>\$23,320</b>	2024
<a href="#">Etowah Community Food Bank Inc</a>	AL	\$128,996	Executive Di	\$10,400	<b>\$11,492</b>	2023
<a href="#">Athens Area Emergency Food Bank Inc</a>	GA	\$182,787	Director	\$47,589	<b>\$48,944</b>	2023
<a href="#">Porch-durham</a>	NC	\$183,371	Executive Director	\$70,344	<b>\$72,213</b>	2024
<a href="#">Grace Community Food Pantry</a>	PA	\$113,155	Executive Di	\$59,614	<b>\$57,541</b>	2025
<a href="#">Nolensville Food Pantry Inc</a>	TN	\$195,473	Executive Director	\$71,732	<b>\$74,911</b>	2024
<a href="#">Our Daily Bread Soup Kitchen Foundation Inc</a>	MA	\$196,516	Executive Director	\$57,700	<b>\$51,514</b>	2024
<a href="#">Antigo Area Community Food Pantry</a>	WI	\$197,844	Manager	\$41,860	<b>\$44,716</b>	2023
<a href="#">Red Truck Ministry</a>	VA	\$201,024	Admin Assist	\$6,268	<b>\$6,013</b>	2024
<a href="#">Community Resource Tr</a>	OR	\$105,012	Executive Director	\$149,385	<b>\$137,828</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ignite Center</a>	IL	\$207,665	President	\$20,685	<b>\$20,801</b>	2023
<a href="#">Beckley Dream Center Inc</a>	WV	\$207,718	Director	\$12,699	<b>\$14,064</b>	2023
<a href="#">Loudon Food Pantry</a>	NH	\$208,681	President	\$36,400	<b>\$33,393</b>	2024
<a href="#">East Texas Food Bank Foundation Inc</a>	TX	\$209,157	Ceo Etfb	\$22,461	<b>\$22,322</b>	2024
<a href="#">Toppenish Community Chest</a>	WA	\$209,879	Executive Di	\$34,501	<b>\$29,898</b>	2025
<a href="#">Sag Harbor Comm Food Pantry Inc</a>	NY	\$212,978	Executive Di	\$8,597	<b>\$7,718</b>	2024
<a href="#">Bullhead Regional Food Bank Inc</a>	AZ	\$218,487	Executive Dir.	\$4,615	<b>\$4,410</b>	2024
<a href="#">Families Helping Families Ministries Inc</a>	GA	\$221,403	President	\$28,650	<b>\$28,620</b>	2024
<a href="#">Jackson Community Food Pantry</a>	MI	\$222,374	Executive Director/treasurer	\$31,600	<b>\$32,405</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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** 31 organizations. Compensation range \$1,067–\$137,828; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$154,160); for reference, expenses \$158,503 and assets \$230,063.

**ROLE MATCH** Mary Joy Patchett, reported title "*EXECUTIVE DIRECTOR*", 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.
OUTLIERS	2 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	61 <sup>st</sup>

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 (Mary Joy Patchett) 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 31 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,482 is reasonable (approximately the 68<sup>th</sup> 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.