

Forever Fed Inc

Executive Director / CEO

EIN 273437899

GA · NTEE K30

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Susan Vanderheyden, Executive Director / CEO** (\$3,005) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

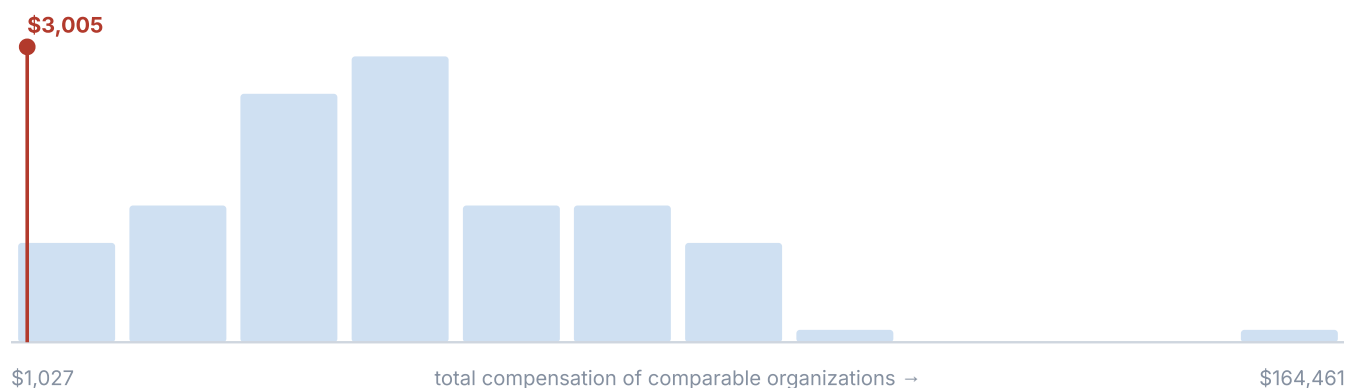
Benchmarked executive: Susan Vanderheyden — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$175,714 and \$393,391 — 0.67x to 1.50x the subject's \$262,261 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

94 organizations qualified on sector, size, and geography → **94** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,718	\$31,435	\$45,932	\$63,235	\$82,730	\$3,005
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$3,005



■ 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 GA 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
Healthy Foods For Healthy Kids Inc	DE	\$260,933	Executive Director	\$79,650	\$79,856	2023
Outreach Program Of Brainerd Lakes	MN	\$258,610	Executive Di	\$70,000	\$70,823	2023
Storehouse Daily Bread Ministry	NC	\$257,875	Executive Di	\$24,432	\$25,107	2024
Love The Hungry Inc	KY	\$257,284	Executive Director	\$54,096	\$59,510	2023
Positive Community Kitchen	OR	\$257,263	Executive Director	\$34,463	\$32,770	2023
Now Serving Inc	NC	\$256,898	Executive Director	\$80,859	\$85,547	2023
Provo Farmers Market	UT	\$256,114	Executive Dir.	\$33,500	\$34,099	2024
Soil2service Inc	MI	\$254,394	Executive Director	\$1,000	\$1,027	2024
Colorado Farm To Table Inc	CO	\$248,995	Executive Dir.	\$39,350	\$37,526	2024
Petare-latam Foundation Inc	FL	\$245,674	Treasurer	\$32,350	\$30,225	2024
Passion And Compassion Inc	MD	\$279,365	Executive Dir.	\$57,000	\$54,565	2023
Hartford Food System Inc	CT	\$279,495	Executive Dir.	\$87,539	\$84,041	2023
Hungry World Farm	IL	\$241,844	Executive Director	\$18,995	\$19,121	2023
The Preservery Foundation	CO	\$241,628	Executive Director	\$110,000	\$104,901	2024
Katie's Krops	SC	\$241,388	President	\$48,000	\$53,376	2022
Feed Our Streets	CA	\$283,219	Ceo	\$31,000	\$26,623	2024
Travelers Rest Farmers Market	SC	\$239,400	Executive Di	\$46,686	\$48,439	2024
Table Of Plenty Hmb	CA	\$238,096	Executive Director	\$49,154	\$43,460	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shelbyville Community Soup Kitchen	TN	\$237,980	Employee	\$41,100	\$42,966	2024
Dig In Yancey Community Garden	NC	\$236,988	Executive Director	\$44,972	\$46,215	2024
Providence Northeast Washington	WA	\$287,548	Executive Director	\$54,221	\$49,706	2023
Musically Fed	AZ	\$236,845	Executive Director - Founder	\$84,500	\$80,822	2024
5loaves2fishnmi	MI	\$235,864	Secretary	\$15,000	\$15,398	2024
Fundacion Yo Puedo Inc	PR	\$235,670	President	\$2,395	\$2,395	2024
Canyon Hope Ministries	TX	\$290,278	Executive Dir.	\$51,514	\$51,249	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 94 organizations. Compensation range \$1,027–\$164,461; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$262,261); for reference, expenses \$309,164 and assets \$160,312.

ROLE MATCH Susan Vanderheyden, reported title *"Director"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	3 rd

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 (Susan Vanderheyden) 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 10, 2026, comparing compensation against 94 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,005 is reasonable (approximately the 3rd 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 10, 2026.