

Kettering Back Pack Inc

Executive Director / CEO

EIN 273441874
OH · NTEE K30
FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Dawn Wyatt, Executive Director / CEO** (\$19,128) against **every comparable organization** that fit the selection criteria — **89** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

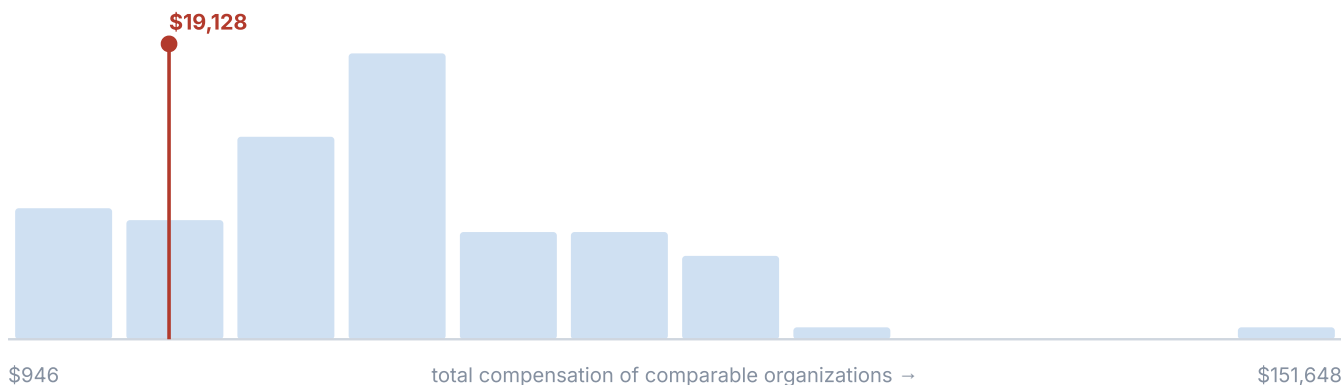
Benchmarked executive: Dawn Wyatt — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$151,752 and \$339,745 — 0.67x to 1.50x the subject's \$226,497 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

89 organizations qualified on sector, size, and geography → **89** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,405	\$27,230	\$41,350	\$57,783	\$75,028	\$19,128
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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 OH 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 Best Choice Mobile Ultrasound And	VA	\$225,974	Executive Di	\$87,300	\$79,584	2023
Mothers For Mothers Postpartum Justice Project	CA	\$227,724	President	\$24,000	\$19,005	2024
First Fruits Of The Ridge Inc	GA	\$224,418	Lead Pastor	\$65,000	\$59,936	2024
Stone Soup	UT	\$228,935	Executive Di	\$2,500	\$2,346	2024
Our Daily Bread	MS	\$222,786	Executive Director	\$18,750	\$19,716	2023
Food Is Free Albuquerque Chapter	NM	\$222,630	Managing Dir	\$33,111	\$33,624	2023
Sfmv Inc	FL	\$232,360	Market Manager	\$44,136	\$44,014	2021
Seven Loaves Soup Kitchen Inc	PA	\$233,043	Mission Coordinator	\$12,000	\$10,975	2024
Northwest Mutual Aid Collective Inc	PA	\$233,724	Executive Director	\$70,901	\$66,756	2023
Helps Outreach Inc	FL	\$218,935	Pres/treas/b	\$86,000	\$74,090	2024
Spice Field Kitchen Inc	OH	\$217,984	Coo	\$72,365	\$68,477	2025
Ma'alot Farms	CA	\$217,861	Executive Director/secretary	\$35,050	\$28,575	2023
Fundacion Yo Puedo Inc	PR	\$235,670	President	\$2,395	\$2,326	2024
Putney Foodshelf Inc	VT	\$217,212	Executive Director	\$59,241	\$53,273	2025
5loaves2fishmi	MI	\$235,864	Secretary	\$15,000	\$14,199	2024
Project 216 Inc	IN	\$216,461	Event Development Specialist	\$32,644	\$32,502	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Musically Fed	AZ	\$236,845	Executive Director - Founder	\$84,500	\$74,526	2024
Dig In Yancey Community Garden	NC	\$236,988	Executive Director	\$44,972	\$42,614	2024
Farmers Market Of The Ozarks Inc	MO	\$215,981	Executive Director	\$41,350	\$41,350	2023
Rutland Area Foodshelf Inc	VT	\$215,214	Executive Dir.	\$49,154	\$45,372	2024
Shelbyville Community Soup Kitchen	TN	\$237,980	Employee	\$41,100	\$39,619	2024
Table Of Plenty Hmb	CA	\$238,096	Executive Director	\$49,154	\$40,074	2023
Center For A Green Future	ME	\$214,205	Managing Director	\$25,000	\$23,635	2023
Travelers Rest Farmers Market	SC	\$239,400	Executive Di	\$46,686	\$44,666	2024
Camellas Cupboard Incorporated	CT	\$213,476	Executive Director	\$41,500	\$35,683	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 89 organizations. Compensation range \$946–\$151,648; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$226,497); for reference, expenses \$194,022 and assets \$413,755.

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

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	17 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 (Dawn Wyatt) 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 89 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,128 is reasonable (approximately the 18th 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.