

# Community Food Pantry

Executive Director / CEO

EIN 300147609  
 MD · NTEE P20  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Deeann Jones, Executive Director / CEO** (\$23,752) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

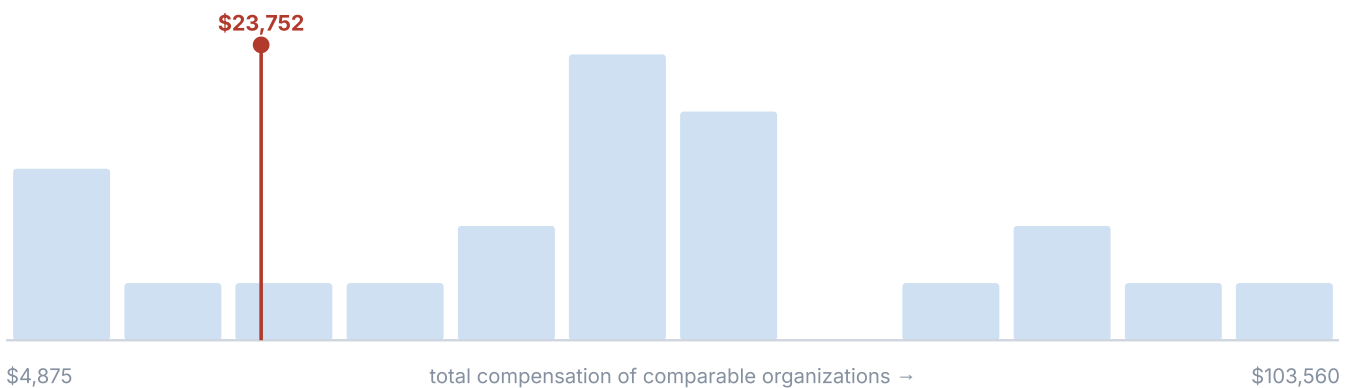
**Benchmarked executive:** Deeann Jones — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$160,532 and \$359,401 — 0.67x to 1.50x the subject's \$239,601 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + MD + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,020	\$34,143	\$49,389	\$59,967	\$84,847	<b>\$23,752</b>
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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 MD 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="#">Carroll County Veterans</a>	MD	\$239,333	Executive Di	\$50,000	<b>\$51,477</b>	2023
<a href="#">Massb Foundation Ltd</a>	MD	\$238,851	Treasurer / Trustee	\$4,875	<b>\$4,875</b>	2024
<a href="#">Bond Servants Inc</a>	MD	\$221,414	Director	\$106,300	<b>\$103,560</b>	2025
<a href="#">Shalom Tikvah Inc</a>	MD	\$267,070	Board Chair	\$85,308	<b>\$85,308</b>	2024
<a href="#">Found In Faith Ministries Inc</a>	MD	\$268,559	Executive Director	\$47,278	<b>\$46,059</b>	2025
<a href="#">Camp Inclusion Inc</a>	MD	\$207,690	Program Deve	\$12,893	<b>\$12,893</b>	2024
<a href="#">Talmar Inc</a>	MD	\$273,215	Executive Director	\$84,686	<b>\$87,187</b>	2023
<a href="#">Community Services Of Central Md</a>	MD	\$205,333	President	\$13,755	<b>\$14,161</b>	2023
<a href="#">Hope Esperanza Restoratr &amp; Empwrmnt Cntr</a>	MD	\$278,168	Executive Dir.	\$43,184	<b>\$42,071</b>	2025
<a href="#">Centro Tepeyac Inc</a>	MD	\$288,520	Former Director	\$31,500	<b>\$31,500</b>	2024
<a href="#">Corpsthat Inc</a>	MD	\$293,102	Field And Logistics Director	\$59,091	<b>\$60,836</b>	2023
<a href="#">Revisions Community Housing Development</a>	MD	\$293,430	President	\$25,805	<b>\$26,567</b>	2023
<a href="#">Manor Apartments Inc</a>	MD	\$300,321	President & Ceo	\$54,890	<b>\$56,511</b>	2023
<a href="#">Minority Access Inc</a>	MD	\$302,145	President	\$47,283	<b>\$47,283</b>	2024
<a href="#">Harvest Resources In Anne Arundel County Inc</a>	MD	\$166,850	Executive Director	\$47,300	<b>\$47,300</b>	2024
<a href="#">Prepare Inc</a>	MD	\$326,107	Co-founder Director Of Advocacy	\$43,771	<b>\$43,771</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Brown Girl Wellness Incorporated</a>	MD	\$333,317	Director	\$12,000	<b>\$12,000</b>	2024
<a href="#">Compassion For Life Corporation</a>	MD	\$336,355	President & Ceo	\$52,500	<b>\$54,051</b>	2023
<a href="#">Luna Family Support Services Inc</a>	MD	\$340,004	Executive Director	\$72,000	<b>\$74,127</b>	2023
<a href="#">Churches For Streets Of Hope Inc</a>	MD	\$340,035	Dir. Of Oper	\$57,359	<b>\$57,359</b>	2024
<a href="#">Children In Need Inc</a>	MD	\$341,231	Executive Director	\$55,000	<b>\$55,000</b>	2024
<a href="#">Stellas Girls Inc</a>	MD	\$358,729	Ceo	\$80,695	<b>\$80,695</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$4,875–\$103,560; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$239,601); for reference, expenses \$331,596 and assets \$290,190.
ROLE MATCH	Deeann Jones, reported title <i>"Director"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	3 peers 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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	14 <sup>th</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 (Deeann Jones) 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 22 similarly situated organizations (Same NTEE sector (P20) + MD + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,752 is reasonable (approximately the 18<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.