

Hamilton County Harvest Food Bank Inc

Executive Director / CEO

EIN 300640307

IN · NTEE K31

FY ending 2024-10-31

June 9, 2026

This analysis benchmarks the total compensation of **Anita Hagen, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

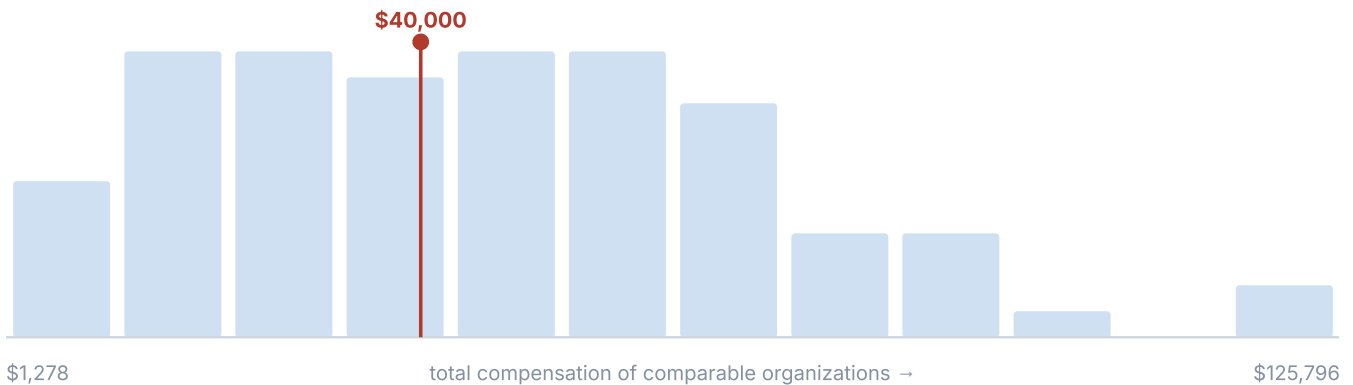
Benchmarked executive: Anita Hagen — reported title “Exec Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

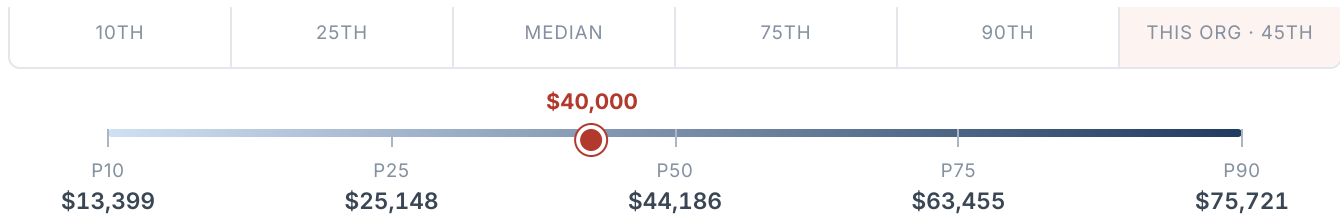
SECTOR	Organizations sharing the subject's NTEE classification (K31).
BUDGET	Total revenue between \$304,275 and \$681,214 — 0.67x to 1.50x the subject's \$454,143 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

80 organizations qualified on sector, size, and geography → **80** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,399	\$25,148	\$44,186	\$63,455	\$75,721	\$40,000
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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 IN 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
Uproot Colorado	CO	\$450,552	Executive Dir.	\$64,725	\$58,853	2024
Topss	OH	\$459,037	Executive Director	\$51,931	\$52,157	2024
Sharefest Will County	IL	\$460,087	President Director	\$5,333	\$4,972	2024
Fish & Loaves	MI	\$461,198	Executive Director	\$75,000	\$75,576	2023
Adams County Emergency Food Bank	CO	\$461,512	Executive Director	\$76,014	\$71,159	2023
Joyce Uptown Foodshelf Inc	MN	\$462,537	Director	\$62,271	\$60,071	2023
Franklin Area Community Services Inc	OH	\$443,173	Executive Director	\$25,667	\$25,779	2024
Hope-net	CA	\$465,680	Executive Director	\$61,442	\$51,797	2023
Irvington My Brothers Keeper Inc	MD	\$466,068	Secretary	\$69,648	\$63,569	2023
Pickerington Food Pantry	OH	\$466,338	Executive Di	\$74,420	\$74,744	2024
Community Bread Basket Inc	WV	\$467,093	Program Administrator	\$27,366	\$28,927	2023
The 1017 Project	OR	\$468,316	Executive Director	\$46,500	\$40,948	2024
Vanburen Council For Human Services	CA	\$468,514	Daniels	\$41,000	\$33,572	2024
Lamar County Food Pantry Inc	TX	\$469,326	Executive Director	\$61,311	\$59,875	2023
Anchor Point Food Pantry	AK	\$474,331	Executive Dir.	\$5,196	\$4,711	2024
Waconia United Food Shelf	MN	\$475,346	Executive Di	\$82,207	\$77,027	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Food Cupboard Inc	VT	\$475,819	Administrator	\$66,888	\$63,841	2024
Pearland Neighborhood Center	TX	\$432,212	Executive Director	\$47,544	\$46,430	2023
Veggies To Table	ME	\$425,428	Director	\$42,060	\$39,938	2024
Feed The Needy	TN	\$424,121	Chairwoman And Ceo	\$32,196	\$32,092	2024
Gap Ministries Of Augusta Inc	GA	\$486,802	Executive Director	\$58,000	\$55,301	2024
Elmore County Food Pantry Inc	AL	\$488,214	Director/manager	\$31,200	\$32,907	2023
Gatesville Care Center	TX	\$410,582	Co-director	\$20,400	\$19,351	2024
Middlebury Food Pantry	IN	\$499,461	Executive Director	\$62,308	\$62,308	2024
Parkland Cares Food Pantry	PA	\$500,525	Executive Di	\$37,500	\$35,462	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 80 organizations. Compensation range \$1,278–\$125,796; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$454,143); for reference, expenses \$482,054 and assets \$345,880.

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

RELATED-ORG PAY	4 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	45 th
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	44 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 (Anita Hagen) 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 80 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 45th 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.