

# Adams County Emergency Food Bank

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Linda King, Executive Director / CEO** (\$76,014) 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 **85<sup>th</sup>** percentile of comparable organizations within the typical range

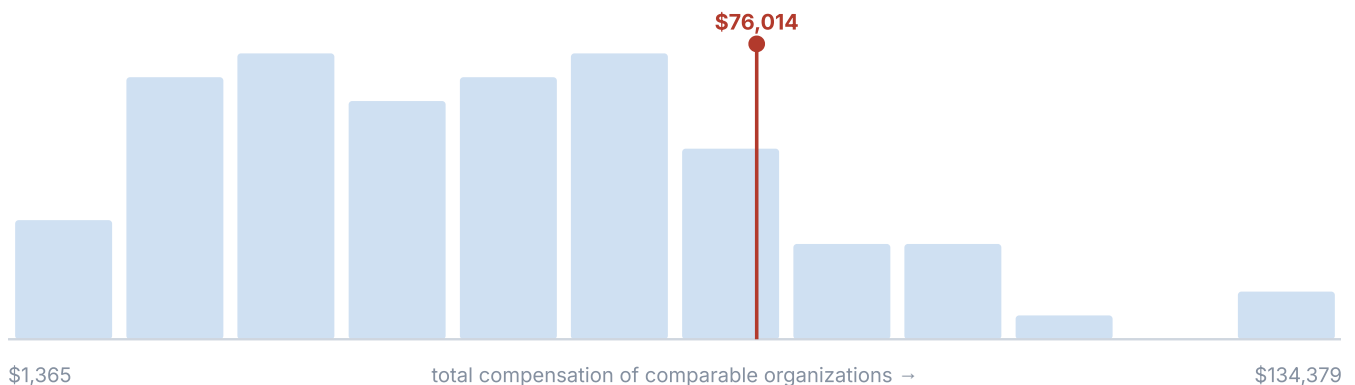
**Benchmarked executive:** Linda King — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K31).
BUDGET	Total revenue between \$309,213 and \$692,268 — 0.67x to 1.50x the subject's \$461,512 (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



\$16,256	\$28,049	\$47,201	\$66,896	\$80,887	\$76,014
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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 CO 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="#">Fish &amp; Loaves</a>	MI	\$461,198	Executive Director	\$75,000	<b>\$80,732</b>	2023
<a href="#">Joyce Uptown Foodshelf Inc</a>	MN	\$462,537	Director	\$62,271	<b>\$64,170</b>	2023
<a href="#">Sharefest Will County</a>	IL	\$460,087	President Director	\$5,333	<b>\$5,311</b>	2024
<a href="#">Topss</a>	OH	\$459,037	Executive Director	\$51,931	<b>\$55,716</b>	2024
<a href="#">Hope-net</a>	CA	\$465,680	Executive Director	\$61,442	<b>\$55,331</b>	2023
<a href="#">Irvington My Brothers Keeper Inc</a>	MD	\$466,068	Secretary	\$69,648	<b>\$67,907</b>	2023
<a href="#">Pickerington Food Pantry</a>	OH	\$466,338	Executive Di	\$74,420	<b>\$79,844</b>	2024
<a href="#">Community Bread Basket Inc</a>	WV	\$467,093	Program Administrator	\$27,366	<b>\$30,901</b>	2023
<a href="#">The 1017 Project</a>	OR	\$468,316	Executive Director	\$46,500	<b>\$43,742</b>	2024
<a href="#">Vanburen Council For Human Services</a>	CA	\$468,514	Daniels	\$41,000	<b>\$35,863</b>	2024
<a href="#">Hamilton County Harvest Food Bank Inc</a>	IN	\$454,143	Exec Director	\$40,000	<b>\$42,729</b>	2024
<a href="#">Lamar County Food Pantry Inc</a>	TX	\$469,326	Executive Director	\$61,311	<b>\$63,960</b>	2023
<a href="#">Uproot Colorado</a>	CO	\$450,552	Executive Dir.	\$64,725	<b>\$62,868</b>	2024
<a href="#">Anchor Point Food Pantry</a>	AK	\$474,331	Executive Dir.	\$5,196	<b>\$5,032</b>	2024
<a href="#">Waconia United Food Shelf</a>	MN	\$475,346	Executive Di	\$82,207	<b>\$82,282</b>	2024
<a href="#">Community Food Cupboard Inc</a>	VT	\$475,819	Administrator	\$66,888	<b>\$68,197</b>	2024
<a href="#">Franklin Area Community Services Inc</a>	OH	\$443,173	Executive Director	\$25,667	<b>\$27,538</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Gap Ministries Of Augusta Inc</a>	GA	\$486,802	Executive Director	\$58,000	<b>\$59,074</b>	2024
<a href="#">Elmore County Food Pantry Inc</a>	AL	\$488,214	Director/manager	\$31,200	<b>\$35,152</b>	2023
<a href="#">Pearland Neighborhood Center</a>	TX	\$432,212	Executive Director	\$47,544	<b>\$49,598</b>	2023
<a href="#">Veggies To Table</a>	ME	\$425,428	Director	\$42,060	<b>\$42,662</b>	2024
<a href="#">Feed The Needy</a>	TN	\$424,121	Chairwoman And Ceo	\$32,196	<b>\$34,281</b>	2024
<a href="#">Middlebury Food Pantry</a>	IN	\$499,461	Executive Director	\$62,308	<b>\$66,559</b>	2024
<a href="#">Parkland Cares Food Pantry</a>	PA	\$500,525	Executive Di	\$37,500	<b>\$37,881</b>	2024
<a href="#">Warehouses4good</a>	TX	\$507,893	Executive Dir.	\$53,084	<b>\$53,789</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	80 organizations. Compensation range \$1,365–\$134,379; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$461,512); for reference, expenses \$304,100 and assets \$762,127.
ROLE MATCH	Linda King, reported title " <i>Executive Director</i> ", 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	81 <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 (Linda King) 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 \$76,014 is reasonable (approximately the 85<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.