

# Bloomington Meals On Wheels Inc

Executive Director / CEO

EIN 310941563  
 IN · NTEE K36Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Carrie Mchaley, Executive Director / CEO** (\$42,662) 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 **36<sup>th</sup>** percentile of comparable organizations within the typical range

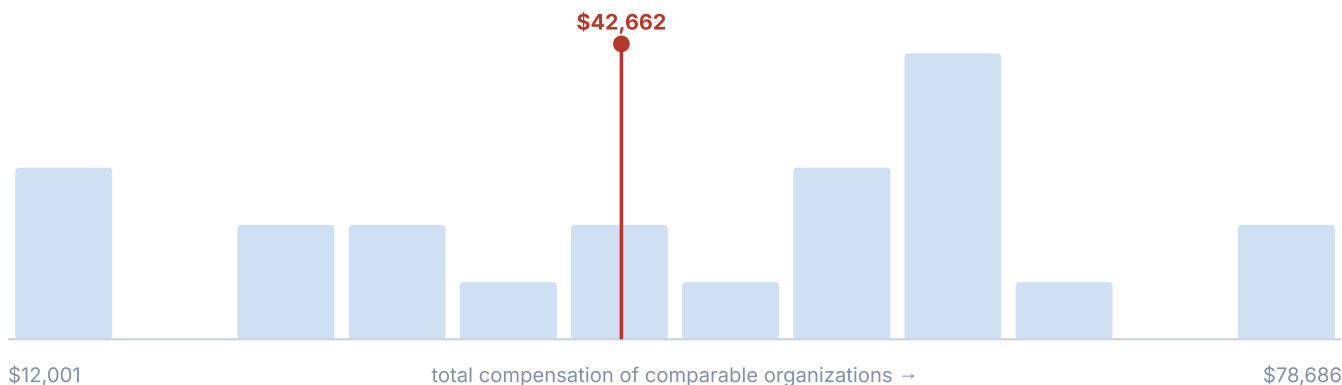
**Benchmarked executive:** Carrie Mchaley — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K36Z).
BUDGET	Total revenue between \$210,872 and \$472,102 — 0.67x to 1.50x the subject's \$314,735 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K36), nationwide + 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



\$17,426	\$29,499	\$51,002	\$60,586	\$64,898	\$42,662
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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
<a href="#">Meals-on-wheels Of White Plains Inc</a>	NY	\$292,506	Executive Director	\$78,461	<b>\$65,303</b>	2024
<a href="#">Forged By Fire Services</a>	LA	\$291,805	President	\$13,570	<b>\$13,763</b>	2024
<a href="#">Senior Services Consortium</a>	MN	\$338,738	Executive Director	\$83,916	<b>\$78,629</b>	2023
<a href="#">Meals On Wheels The Crossroads</a>	PA	\$341,965	Executive Di	\$66,692	<b>\$61,258</b>	2024
<a href="#">Mobile Meals Foundation</a>	OH	\$285,622	Secretary	\$11,949	<b>\$12,001</b>	2023
<a href="#">Ferndale Senior Resource Agency</a>	CA	\$346,396	Executive Direc	\$67,950	<b>\$54,043</b>	2024
<a href="#">Valley Meals On Wheels Inc</a>	ID	\$349,183	Coordinator	\$43,561	<b>\$42,681</b>	2024
<a href="#">Meals On Wheels Of Evansville Inc</a>	IN	\$274,945	Executive Director	\$27,715	<b>\$26,920</b>	2024
<a href="#">Chestnut Hill Meals On Wheels</a>	PA	\$367,980	Executive Di	\$33,800	<b>\$31,045</b>	2024
<a href="#">Hope Partners Of</a>	CT	\$257,384	Executive Di	\$68,495	<b>\$59,152</b>	2024
<a href="#">Mechanicsburg Area Meals On Wheels</a>	PA	\$256,422	Executive Di	\$31,555	<b>\$28,984</b>	2024
<a href="#">Pampa Meals On Wheels Inc</a>	TX	\$250,156	Executive Di	\$30,225	<b>\$28,670</b>	2023
<a href="#">Warm Blessings Inc</a>	KY	\$380,013	Executive Di	\$60,109	<b>\$61,238</b>	2023
<a href="#">Lawrence Meals On Wheels Inc</a>	KS	\$380,378	Executive Di	\$54,457	<b>\$54,188</b>	2024
<a href="#">Centerburg Senior Services Inc</a>	OH	\$246,902	Executive Di	\$39,648	<b>\$38,679</b>	2024
<a href="#">Meals Of Virginia Beach Inc</a>	VA	\$385,915	Executive Di	\$50,900	<b>\$45,267</b>	2024
<a href="#">Cleveland Park Village Inc</a>	DC	\$390,013	Executive Director	\$97,353	<b>\$78,686</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Valley Meals And More</a>	CO	\$392,440	Executive Director	\$65,270	<b>\$59,348</b>	2023
<a href="#">Meals On Wheels Of Greater Newburgh Inc</a>	NY	\$228,415	Director (Retired)	\$19,670	<b>\$16,371</b>	2024
<a href="#">State College Area Meals On Wheels</a>	PA	\$425,036	Executive Director	\$66,410	<b>\$60,999</b>	2024
<a href="#">Meals On Wheels Of Western Broome Inc</a>	NY	\$436,624	Executive Director	\$59,100	<b>\$49,188</b>	2024
<a href="#">The Dalles Meals On Wheels Inc</a>	OR	\$450,702	Manager And	\$61,748	<b>\$52,816</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$12,001–\$78,686; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$314,735); for reference, expenses \$248,770 and assets \$763,641.
ROLE MATCH	Carrie Mchaley, reported title " <i>Executive Dir.</i> ", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	36 <sup>th</sup>
All sources (D + E + F), adjusted	32 <sup>nd</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 (Carrie Mchaley) 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 (K36), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,662 is reasonable (approximately the 36<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.