

Community Food Initiatives

Executive Director / CEO

EIN 311375388

OH · NTEE K99Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **M Saleemtanner, Executive Director / CEO** (\$29,162) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: M Saleemtanner — reported title “PAST 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 (K99Z).

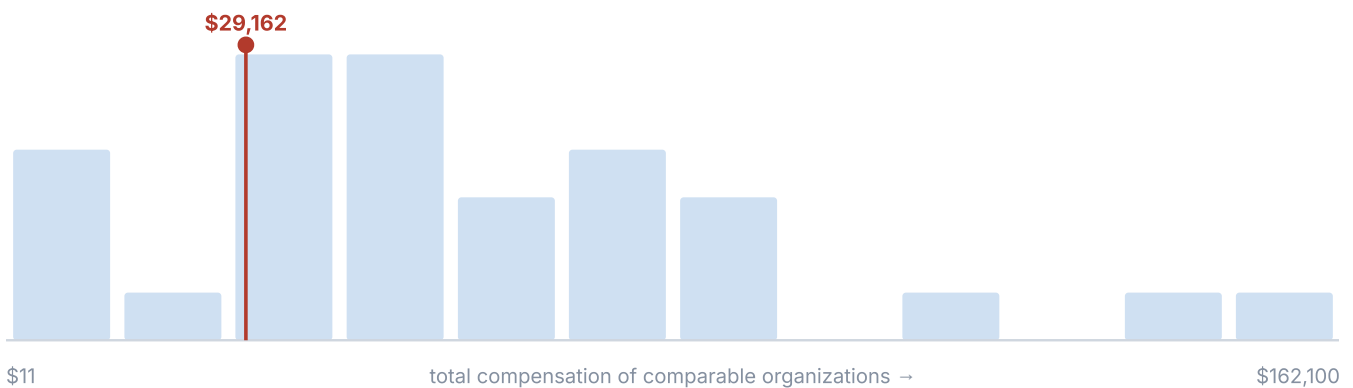
BUDGET Total revenue between \$216,458 and \$484,609 — 0.67x to 1.50x the subject's \$323,073 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (K99), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography

→ **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,552	\$33,283	\$50,724	\$69,046	\$96,392	\$29,162
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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
Fox Valley Food For Health Inc	IL	\$317,807	Executive Di	\$43,846	\$41,900	2023
Grow Jackson	MI	\$332,851	Executive Director	\$67,388	\$65,671	2024
Incubator Kitchen Collective	KY	\$307,620	Executive Di	\$54,546	\$55,330	2024
Mckeesport Meals On Wheels Inc	PA	\$295,500	Coordinator	\$26,000	\$24,480	2024
Our New Way Garden Inc	NY	\$351,174	President	\$40,000	\$34,126	2024
Outpost Agriculture Inc	OR	\$357,990	President	\$13	\$11	2023
Foodshot Global Inc	NY	\$361,782	Executive Director	\$190,000	\$162,100	2024
Raleigh City Farm Inc	NC	\$282,282	Executive Director	\$53,248	\$51,947	2024
Mwanzo	WA	\$365,792	Director	\$80,751	\$68,259	2024
Chester Agricultural Center Inc	NY	\$277,859	Executive Director	\$110,000	\$93,848	2024
Food4kids Backpack Program Of North Florida Inc	FL	\$368,640	Executive Director	\$36,212	\$33,068	2023
Natural Soybean And Grain Alliance Inc	AR	\$277,315	Director	\$112,400	\$119,287	2024
Hollywood Farmers Market Inc	OR	\$273,190	Interim Market Director	\$37,583	\$33,926	2023
Broad Street Market Alliance	PA	\$376,010	Director	\$73,200	\$70,956	2023
Hillsdale Farmers Market Inc	OR	\$267,831	Manager	\$44,925	\$39,390	2024
Ventura County Farm To School	CA	\$266,589	Executive Di	\$102,000	\$83,158	2024
Chattanooga Food Center	TN	\$266,455	Executive Director	\$51,000	\$52,109	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northern Plains Sustainable Agriculture Society	SD	\$260,683	Executive Director	\$85,421	\$89,008	2024
North American Vegetarian Society	NY	\$389,680	President And Treasurer	\$50,800	\$43,341	2024
Wells For Life	KS	\$390,266	Key Employee	\$66,000	\$69,308	2023
Mustard Seed - A Community Cafe	TX	\$252,621	Executive Director	\$48,000	\$45,333	2024
Urban Community Agri-nomics Ucan	NC	\$401,221	Executive Di	\$30,200	\$29,462	2024
Around The Bend Farms Inc	OR	\$244,619	Director	\$8,700	\$7,628	2024
Del Paso Heights Growers Alliance	CA	\$244,027	Secretary	\$8,429	\$6,872	2024
Marys Kitchen	CA	\$233,459	Chairperson	\$68,000	\$57,077	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 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	30 organizations. Compensation range \$11–\$162,100; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$323,073); for reference, expenses \$363,658 and assets \$17,369.
ROLE MATCH	M Saleemtanner, reported title " <i>PAST DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
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	20 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	20 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 (M Saleemtanner) 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 30 similarly situated organizations (Same NTEE sector (K99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,162 is reasonable (approximately the 20th 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.