

Grace Community Food Pantry

Executive Director / CEO

EIN 311576067

PA · NTEE K31Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Traci Turner Gerard, Executive Director / CEO** (\$59,614) against **every comparable organization** that fit the selection criteria — **88** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Traci Turner Gerard — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (K31Z).

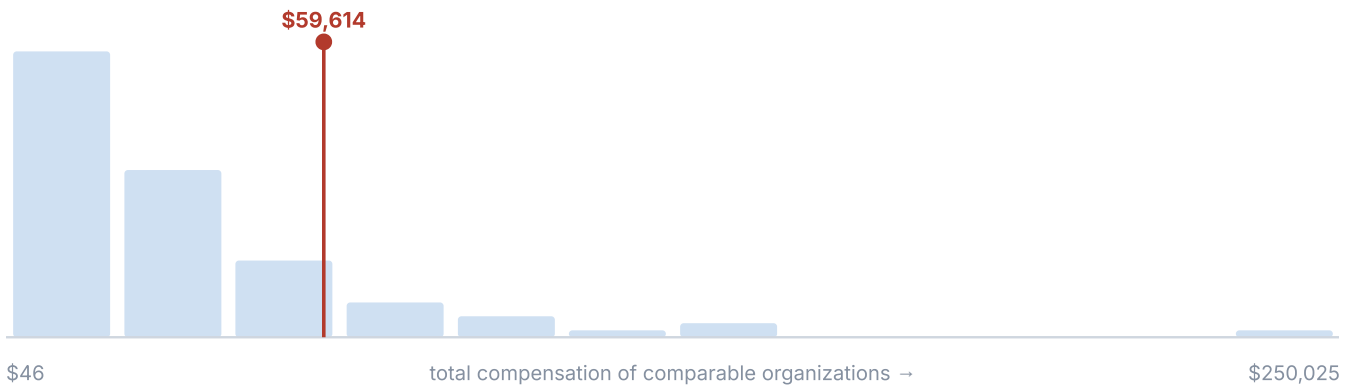
BUDGET Total revenue between \$75,813 and \$169,732 — 0.67x to 1.50x the subject's \$113,155 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

88 organizations qualified on sector, size, and geography

→ **88** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,548	\$10,626	\$24,862	\$43,729	\$71,890	\$59,614
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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 PA 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
Norwin Area Meals On Wheels	PA	\$115,064	Program Director	\$22,154	\$22,740	2024
Fat Beet Foundation Inc	FL	\$115,200	Board Member	\$9,187	\$8,883	2024
Lawton Farmers Market Institute	OK	\$109,285	Director	\$28,812	\$32,655	2024
Fair Food Fund	MI	\$108,436	Ceo	\$235,336	\$250,025	2024
The Richards Irrigation Company	UT	\$107,160	President	\$5,500	\$5,795	2024
Good News Community Kitchen	IL	\$119,436	Executive Director/ceo	\$121,251	\$122,697	2024
Spalding Nutrition Center Inc	NE	\$105,847	Secretary	\$26,226	\$28,286	2025
Community Resource Tr	OR	\$105,012	Executive Director	\$149,385	\$142,792	2024
E-roadmap Inc	FL	\$121,379	Executive Director	\$47,167	\$45,608	2024
Bellows Falls Senior Center Inc	VT	\$104,596	Executive Di	\$46,640	\$48,320	2024
Overlook Food Awareness Resource Of Massachusetts Inc	MA	\$104,578	Executive Director	\$29,923	\$28,495	2023
Farm To School Frederick	MD	\$104,415	Exeexecutive Director	\$17,957	\$17,280	2024
Roots For The Home Team	MN	\$104,384	Executive Director	\$86,000	\$90,052	2023
White Rock Local Market Inc	TX	\$104,278	Outgoing Director	\$46,500	\$47,877	2024
Pulaski County Council On Aging	GA	\$122,661	Director	\$36,941	\$39,361	2023
Iowa Farm Bureau Federation	IA	\$123,823	President	\$40	\$46	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Agriforestry Small Farmers & Ranchers	TX	\$123,848	Executive Director	\$18,750	\$19,305	2024
Gateway Sustainable Farmers Alliance	MO	\$101,651	President	\$599	\$653	2024
Community Cares Inc	MN	\$99,792	Board Member	\$4,985	\$5,220	2023
Association Of Women In Agriculture	WI	\$126,597	House Manage	\$1,083	\$1,134	2025
Emporia Rescue Mission Inc	KS	\$128,502	Executive Di	\$17,460	\$19,416	2024
Kansas Wheat Commission Research	KS	\$97,575	Ceo	\$32,340	\$35,962	2024
San Lorenzo Family Help Center	CA	\$97,343	Executive Dir.	\$58,217	\$53,272	2023
Etowah Community Food Bank Inc	AL	\$128,996	Executive Di	\$10,400	\$11,906	2023
Dairy Council Of Michigan Inc	MI	\$130,250	Coo/ Interim Ceo	\$39,892	\$43,634	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2025 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 PA 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	88 organizations. Compensation range \$46–\$250,025; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$113,155); for reference, expenses \$148,819 and assets \$165,681.
ROLE MATCH	Traci Turner Gerard, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	86 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	73 rd

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 (Traci Turner Gerard) 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 88 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,614 is reasonable (approximately the 86th 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.