

Bethany Center

Executive Director / CEO

EIN 311709232

OH · NTEE K30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shawn Rickert, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

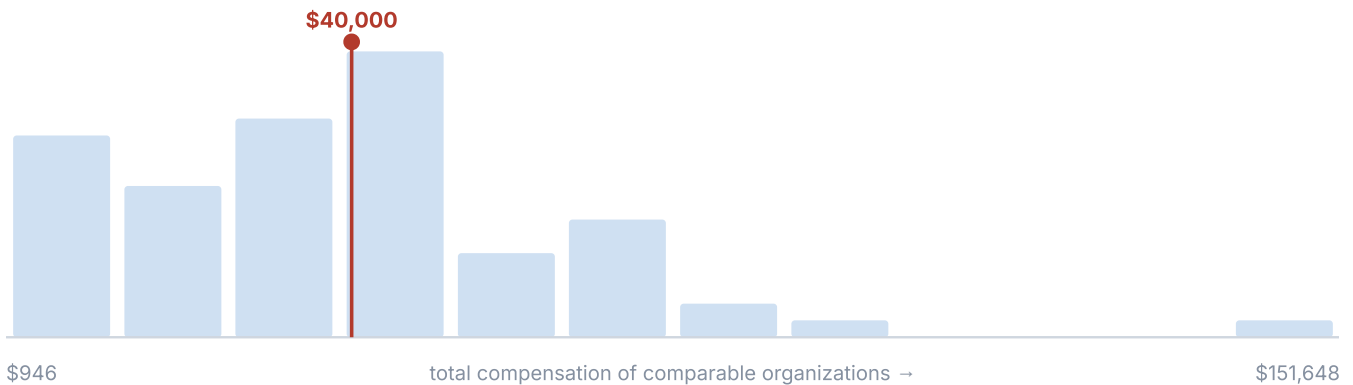
Benchmarked executive: Shawn Rickert — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$124,628 and \$279,018 — 0.67x to 1.50x the subject's \$186,012 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,007	\$19,422	\$35,683	\$48,990	\$70,540	\$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 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
Hunger Impact Partners	MN	\$184,195	Chief Exec O	\$167,352	\$151,648	2024
Giving In Kindness In Arkansas Inc	AR	\$189,359	President And Director	\$45,788	\$47,199	2024
Cooking For Long Island Veterans	NY	\$190,012	Officer	\$16,000	\$13,259	2024
Germantown Help Inc	MD	\$190,606	Exec Director/ceo	\$75,734	\$66,850	2023
Friday Night Supper Program Inc	MA	\$191,069	Executive Director	\$59,173	\$48,763	2024
Gorham Ecumenical Food Pantry	ME	\$196,126	Executive Director	\$13,500	\$12,763	2023
Vittles For Vets	VA	\$175,714	President/director	\$8,462	\$7,493	2024
East Kentucky Dream Center Inc	KY	\$197,997	Director	\$28,229	\$27,813	2024
Emerge Inc	CT	\$173,477	President	\$26,250	\$21,990	2025
Stillwater Mobile Meals Inc	OK	\$172,720	Executive Dir.	\$44,358	\$44,793	2024
Hungry Heroes Incorporated	SC	\$171,853	President	\$61,213	\$60,293	2023
Novick Urban Farm	PA	\$170,617	Project Manager	\$45,215	\$41,350	2024
Community Markets Inc	WV	\$204,602	Operations Manager	\$47,259	\$46,925	2024
Soup For The Soul Org Inc	KY	\$204,886	Program Manager	\$42,952	\$43,569	2023
Snack In A Backpack Inc	GA	\$165,273	Director	\$31,763	\$29,289	2024
Cortland Loaves & Fishes Inc	NY	\$207,958	Executive Dir.	\$49,337	\$42,092	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Harvest Rural Feeding Services Inc	AR	\$163,316	Officer	\$8,550	\$8,587	2025
Dulles South Soup Kitchen Inc	VA	\$162,569	Director	\$36,000	\$31,877	2024
Healthy Kids Katering Service Of Paterson Inc	NJ	\$162,422	Director	\$12,064	\$10,170	2023
Believing In Our Future Inc	TX	\$210,148	Director	\$48,000	\$45,333	2023
Utah Charities	UT	\$158,774	President	\$10,400	\$9,762	2024
Camellas Cupboard Incorporated	CT	\$213,476	Executive Director	\$41,500	\$35,683	2024
Center For A Green Future	ME	\$214,205	Managing Director	\$25,000	\$23,635	2023
Rutland Area Foodshelf Inc	VT	\$215,214	Executive Dir.	\$49,154	\$45,372	2024
Farmers Market Of The Ozarks Inc	MO	\$215,981	Executive Director	\$41,350	\$41,350	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 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 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 67 organizations. Compensation range \$946–\$151,648; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$186,012); for reference, expenses \$148,557 and assets \$872,842.

ROLE MATCH Shawn Rickert, reported title "*PRESIDENT*", 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.

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	52 nd
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	51 st

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 (Shawn Rickert) 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 67 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 52nd 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.