

# Falls Area Community Services Inc

Executive Director / CEO

EIN 320311813

WI · NTEE K30

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Widge Liccione, Executive Director / CEO** (\$73,192) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

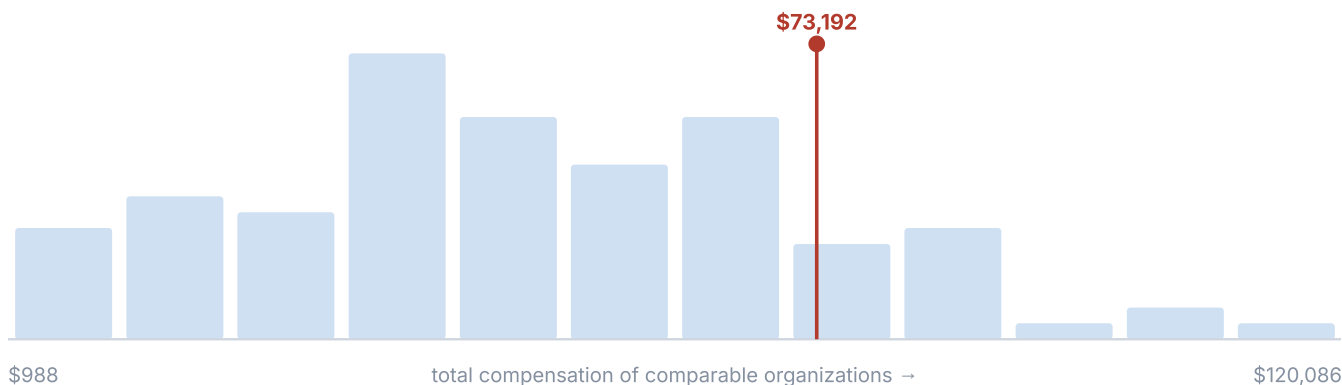
**Benchmarked executive:** Widge Liccione — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$216,477 and \$484,651 — 0.67x to 1.50x the subject's \$323,101 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

**98** organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,020	\$31,870	\$45,532	\$62,452	\$80,529	\$73,192
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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 WI 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="#">Backyard Blessings</a>	AL	\$323,067	Executive Director	\$35,000	<b>\$37,275</b>	2023
<a href="#">Mayors Feed The Hungry Program Inc</a>	FL	\$321,204	Executive Director	\$60,000	<b>\$55,565</b>	2023
<a href="#">Neighborhood Meals On Wheels Inc</a>	GA	\$325,274	Director	\$42,121	<b>\$40,553</b>	2024
<a href="#">Comeunity Cafe Oc</a>	OH	\$325,898	General Manager	\$60,211	<b>\$61,064</b>	2024
<a href="#">Living Hope Farm Inc</a>	PA	\$318,229	Head Farmer	\$40,000	<b>\$38,195</b>	2024
<a href="#">Hey Govind Inc</a>	TX	\$317,045	President	\$87,500	<b>\$83,809</b>	2024
<a href="#">Brookings Harbor Community Helpers</a>	OR	\$329,518	Executive Di	\$70,680	<b>\$62,849</b>	2024
<a href="#">Tc Food Justice</a>	MN	\$332,189	Executive Di	\$35,315	<b>\$33,413</b>	2024
<a href="#">Ampleharvestorg Inc</a>	NJ	\$333,454	Exec Dir & P	\$84,700	<b>\$74,550</b>	2023
<a href="#">Matthews Ministry Inc</a>	NC	\$335,206	President	\$42,000	<b>\$41,554</b>	2024
<a href="#">Morning Star Fresh Food Ministry Inc</a>	CA	\$307,791	President	\$33,000	<b>\$28,091</b>	2023
<a href="#">Washington State Farmers Market Assoc</a>	WA	\$338,530	Executive Director	\$94,187	<b>\$80,744</b>	2024
<a href="#">Feeding Charlotte Inc</a>	NC	\$307,435	Executive Dir.	\$40,833	<b>\$41,592</b>	2023
<a href="#">Chef To The Shelters Inc</a>	TX	\$306,867	Executive Director	\$87,662	<b>\$86,444</b>	2023
<a href="#">Feed And Be Fed</a>	CA	\$341,568	Executive Director Hnrf	\$13,750	<b>\$12,185</b>	2022
<a href="#">Feed New Mexico Kids Inc</a>	NM	\$304,007	Executive Dir.	\$58,583	<b>\$60,333</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Provision Packs Inc</a>	FL	\$343,114	Administrative Staff	\$60,000	<b>\$53,971</b>	2024
<a href="#">Callaway Cares</a>	MO	\$345,104	Ceo	\$38,000	<b>\$38,538</b>	2024
<a href="#">Nest Nourish Everyone Sustainably</a>	IL	\$346,219	Executive Dir.	\$40,625	<b>\$38,243</b>	2024
<a href="#">Conroe Noon Lions Club Charities Inc</a>	TX	\$346,702	Employee	\$51,658	<b>\$48,203</b>	2025
<a href="#">Revive Ministries Inc</a>	MI	\$349,278	Vice Chairperson	\$35,048	<b>\$34,639</b>	2024
<a href="#">La Clinica Del Pueblo</a>	CO	\$349,370	Program Director	\$23,675	<b>\$22,379</b>	2023
<a href="#">Amor Healing Kitchen Inc</a>	SC	\$349,724	Executive Di	\$68,019	<b>\$67,946</b>	2024
<a href="#">Patchwork</a>	TN	\$294,886	Founder/ceo	\$54,533	<b>\$56,508</b>	2023
<a href="#">Jewish Relief Agency Inc</a>	NJ	\$294,035	Director	\$17,160	<b>\$15,104</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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** 98 organizations. Compensation range \$988–\$120,086; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$323,101); for reference, expenses \$257,485 and assets \$828,097.

**ROLE MATCH** Widge Liccione, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**OUTLIERS** 1 peer 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	84 <sup>th</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 (Widge Liccione) 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 98 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,192 is reasonable (approximately the 84<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.