

Seton Harvest Inc

Executive Director / CEO

EIN 364585718
 IN · NTEE K30
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Marvin Kemper, Executive Director / CEO** (\$32,379) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

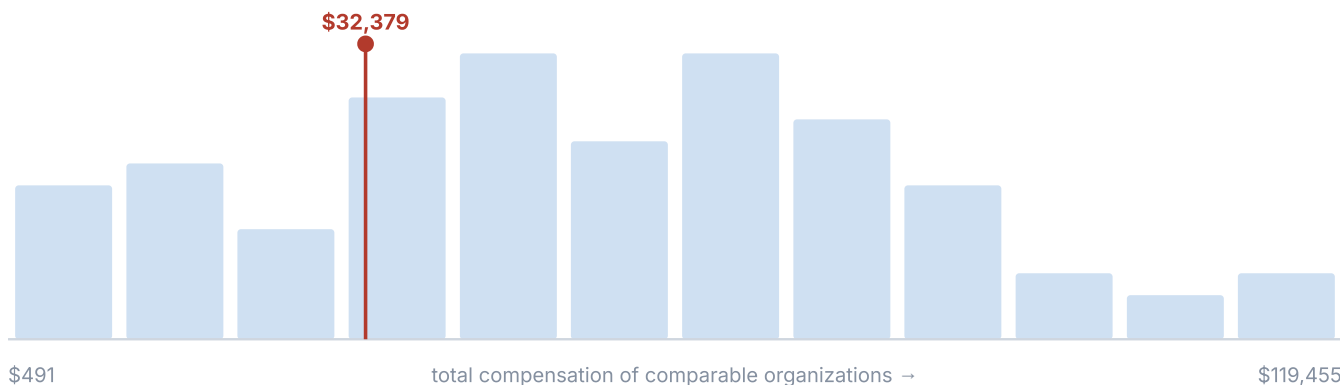
Benchmarked executive: Marvin Kemper — reported title “EXECUTIVE DIRECTOR (THRU 2/24)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$326,850 and \$731,754 — 0.67x to 1.50x the subject's \$487,836 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography → **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,321	\$33,697	\$51,902	\$72,220	\$86,199	\$32,379
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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
For The Kids Org	UT	\$493,737	Executive Di	\$24,750	\$24,021	2024
Project Feast	WA	\$481,441	Executive Director	\$85,413	\$74,657	2023
Common Market Great Lakes Inc	IL	\$480,264	Executive Di	\$47,429	\$44,216	2024
Comidas Consulting Services	TX	\$499,547	Executive Di	\$52,199	\$49,514	2024
Blue Watermelon Project Inc	AZ	\$501,316	Executive Director Since 6-2024	\$3,365	\$3,069	2024
Hoosiers Feeding The Hungry Inc	IN	\$503,488	Former Exec	\$43,365	\$43,365	2024
The Connection Homeless Shelter Inc	NE	\$471,550	Executive Director	\$57,137	\$59,996	2023
Summit Community Gardens And Eats	UT	\$505,404	Executive Di	\$87,159	\$84,590	2024
Syv Fruit & Vegetable Rescue	CA	\$505,749	Executive Director	\$88,084	\$72,126	2024
Anso Child Development	IL	\$506,693	Secretary	\$58,522	\$54,557	2024
Manna Of Life Ministries	NY	\$510,178	President & Founder	\$7,692	\$6,786	2023
Anna Sudha Community Kitchens Corp	VA	\$511,970	—	\$31,200	\$28,566	2024
Women Food & Agriculture Network	IA	\$514,051	Executive Dir.	\$79,894	\$85,403	2023
Trinity County Food Assistance	CA	\$458,531	Executive Dir.	\$44,000	\$36,028	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Murrysville Christian Concern	PA	\$458,493	Key Employee/board Member	\$65,000	\$61,467	2024
Hunger Task Force Of La Crosse Inc	WI	\$520,700	Executive Director	\$75,532	\$74,802	2024
Dimitri House Inc	NY	\$454,829	Executive Dir.	\$70,000	\$59,981	2024
Farmacywv Prescriptions For Produce	WV	\$525,000	Vice President	\$12,000	\$12,321	2024
Above Par Academy Inc	TX	\$450,000	Director	\$4,800	\$4,553	2024
Dwelling House Of Hope Inc	MA	\$446,937	Executive Director	\$79,040	\$69,342	2023
Knock And Drop Iowa	IA	\$439,073	Executive Di	\$6,125	\$6,547	2023
Harrison Food Bank	ME	\$437,220	Treasurer	\$52,000	\$49,376	2024
Welcome Table Incorporated	TX	\$539,637	Exec Director	\$51,480	\$48,832	2024
Community Cooks Inc	MA	\$543,402	Executive Director	\$98,256	\$86,199	2023
Evloves Llc	NY	\$429,917	Executive Director	\$71,733	\$61,466	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 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 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.

● Sample, role match & sensitivity

PEER COUNT 91 organizations. Compensation range \$491–\$119,455; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$487,836); for reference, expenses \$435,656 and assets \$310,869.

ROLE MATCH Marvin Kemper, reported title "*EXECUTIVE DIRECTOR (THRU 2/24)*", 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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Marvin Kemper) 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 91 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,379 is reasonable (approximately the 22nd 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.