

St Francis Food Pantry Inc

Executive Director / CEO

EIN 391685572

WI · NTEE P99Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kristie Matthaei, Executive Director / CEO** (\$63,618) against **every comparable organization** that fit the selection criteria — **185** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Kristie Matthaei — 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 (P99Z).
BUDGET	Total revenue between \$254,667 and \$570,151 — 0.67x to 1.50x the subject's \$380,101 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

185 organizations qualified on sector, size, and geography → **185** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,511	\$33,342	\$59,472	\$80,989	\$106,966	\$63,618
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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
United Citizens Coalition Inc	FL	\$380,105	President	\$53,995	\$48,569	2024
Twu Local 100 Widows & Orphans Fund	NY	\$380,217	President	\$5,715	\$5,091	2023
Hampton Transitional Academy Inc	SC	\$379,061	President	\$120,538	\$120,409	2024
Love Beyond Walls Inc	GA	\$381,216	Executive Director	\$60,000	\$59,472	2023
Gendernexus Inc	IN	\$377,270	Executive Director	\$67,100	\$67,755	2024
Spirit Of A Hero Foundation	TX	\$376,309	Secretary	\$21,828	\$20,907	2024
Lifenet Foundation	VA	\$374,374	Board Member	\$572,453	\$529,249	2024
Paraklesis Inc	MI	\$386,137	Executive Director	\$57,444	\$56,773	2024
Community Kitchen Of Torrington Inc	CT	\$371,968	Executive Dir.	\$69,500	\$64,239	2023
The Hope Shot Inc	FL	\$371,933	Executive Director	\$21,892	\$19,692	2024
Integrated Renewal	WA	\$388,472	Director	\$140,519	\$120,463	2024
Lifenet Inc	NJ	\$388,499	Executive Director	\$128,709	\$113,285	2023
Womens Society Of Cyberjutsu	VA	\$390,038	Ceo, Founding Board Member, Security	\$18,000	\$16,642	2024
Kitka Inc	CA	\$390,469	Ex Dir Trustee Kitka Member	\$82,741	\$68,412	2024
In Step With Horsesinc	OH	\$369,696	President	\$16,500	\$16,734	2024
Love Inc Of The Cedar Valley	IA	\$392,779	Executive Director	\$54,000	\$56,615	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Vincent Depaul Society Of Kiel Inc	WI	\$393,111	Store Manager	\$45,454	\$45,454	2024
Inner City Youth Opportunities	OH	\$365,922	Pres	\$27,800	\$28,194	2024
Central Urban Development Inc	OK	\$394,390	Executive Di	\$60,545	\$63,836	2024
Hope Impacts	TX	\$365,397	Executive Di	\$61,066	\$58,490	2024
Amani Project Inc	GA	\$364,340	Ceo	\$10,000	\$9,912	2023
Second Day Impact Inc	MA	\$396,467	Executive Director	\$81,519	\$70,143	2024
Maine Veterans Project	ME	\$396,627	President	\$21,000	\$20,135	2024
The Kindness Project	PA	\$361,734	Executive Director	\$62,810	\$61,747	2023
Live Healthy Havana Inc	FL	\$398,768	Program Manager	\$64,750	\$58,244	2024

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.

■ Sample, role match & sensitivity

PEER COUNT 185 organizations. Compensation range \$1,910–\$529,249; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$380,101); for reference, expenses \$234,027 and assets \$1,520,199.

ROLE MATCH Kristie Matthaei, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	55 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	56 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 (Kristie Matthaei) 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 185 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,618 is reasonable (approximately the 55th 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.