PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Loaves & Fishes Of The Fox Valley Inc

Executive Director / CEO

EIN **391974516**
WI · NTEE K34
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Shannon Krahn, Executive Director / CEO** ($53,605) against **every comparable organization** that fit the selection criteria — **395** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 64th percentile of comparable organizations

within the typical range

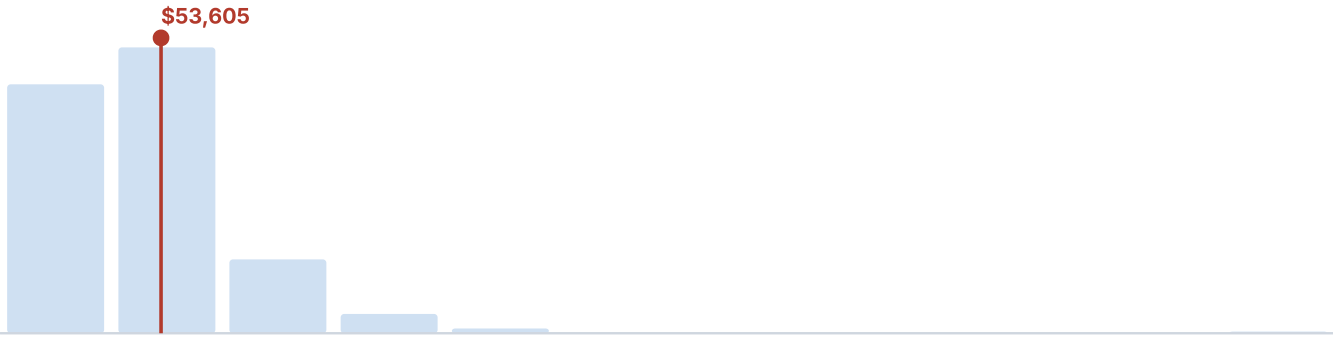
> **Benchmarked executive:** Shannon Krahn — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K34).
BUDGET	Total revenue between $187,075 and $418,825 — 0.67× to 1.50× the subject's $279,217 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue.

395 organizations qualified on sector, size, and geography → **395** within the band form the benchmarked peer set.

Distribution of comparable compensation



$12 total compensation of comparable organizations → $443,774

$9,809	$26,596	$43,954	$62,451	$84,148	$53,605

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
Passion And Compassion Inc	MD	$279,365	Executive Dir.	$57,000	**$52,533**	2023
International Center For Food Ontology	CA	$278,964	Chair	$103,250	**$87,891**	2023
Hartford Food System Inc	CT	$279,495	Executive Dir.	$87,539	**$80,913**	2023
Global Garden Refugee Training Farm	IL	$278,708	Executive Director	$70,000	**$65,895**	2024
Chester Agricultural Center Inc	NY	$277,859	Executive Director	$110,000	**$95,177**	2024
Thimbleberry Collaborative Farm	OR	$277,743	Exec Dir	$49,433	**$45,254**	2023
Natural Soybean And Grain Alliance Inc	AR	$277,315	Director	$112,400	**$120,976**	2024
All Faiths Pantry	OH	$277,295	Executive Director	$30,870	**$32,232**	2023
Community Kitchens Of Birmingham	AL	$281,398	Executive Director	$58,942	**$62,773**	2023
Madras Community Food Pantry	OR	$281,766	Executive Director	$12,000	**$10,670**	2024
Feeding Our Kids	IL	$282,181	Executive Director	$38,644	**$36,378**	2024
Raleigh City Farm Inc	NC	$282,282	Executive Director	$53,248	**$52,682**	2024
International Relief Agency	MI	$282,378	President	$26,013	**$26,468**	2023
Feed Our Streets	CA	$283,219	Ceo	$31,000	**$25,631**	2024
Utah Dairy Herd Improvement Assoc	UT	$275,091	Manager	$39,739	**$38,944**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
At The Table Inc	AR	$275,036	Founder Executive Director	$39,539	**$42,556**	2024
Meals On Wheels Of Evansville Inc	IN	$274,945	Executive Director	$27,715	**$27,986**	2024
Project Milk Mission	OH	$274,762	President	$92,209	**$96,277**	2023
Palm Beach Harvest Inc	FL	$284,132	President	$84,700	**$76,189**	2024
Hollywood Farmers Market Inc	OR	$273,190	Interim Market Director	$37,583	**$34,406**	2023
Old Marbach School Water Supply	TX	$273,088	Key Employee	$28,969	**$27,747**	2024
Mobile Meals Foundation	OH	$285,622	Secretary	$11,949	**$12,476**	2023
Heart 2 Hand Bingham Food Pantry Inc	ID	$285,788	Director	$500	**$525**	2023
Food For The Spirit Inc	NY	$272,637	Executive Director	$65,769	**$56,906**	2024
Grace Filled Table	MN	$272,537	Executive Di	$34,066	**$32,231**	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	**395** organizations. Compensation range $12–$443,774; filing years 2021–2025.
SIZE BASIS	Matched on total revenue ($279,217); for reference, expenses $197,600 and assets $467,503.

ROLE MATCH	Shannon Krahn, reported title *"EXECUTIVE DIRECTOR"*, 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	15 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	**64th**
Total compensation (D + F), as reported (no adjustments)	**61st**
Reportable pay only (column D), adjusted	**66th**
All sources (D + E + F), adjusted	**60th**

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 (Shannon Krahn) 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 395 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $53,605 is reasonable (approximately the 64th 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.