

# Granite Falls Community Coalition & Food

Executive Director / CEO

EIN 412103240

WA · NTEE I21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ellen Halbaken, Executive Director / CEO** (\$51,400) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

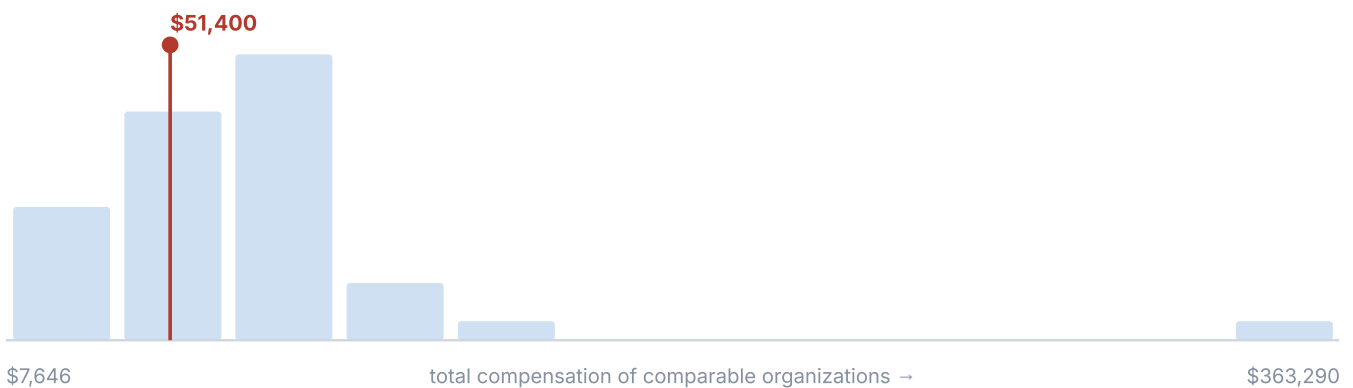
**Benchmarked executive:** Ellen Halbaken — reported title “FOOD BANK DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I21).
BUDGET	Total revenue between \$181,810 and \$407,038 — 0.67x to 1.50x the subject's \$271,359 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I21), nationwide + budget 0.67–1.5x revenue.

**39** organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,718	\$42,039	\$67,918	\$82,732	\$102,366	\$51,400
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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 WA 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="#">Virginia Mentoring Partnership</a>	VA	\$275,801	Executive Di	\$83,246	<b>\$84,953</b>	2025
<a href="#">Roosevelt Park Ministries Inc</a>	MI	\$280,833	Executive Director	\$78,751	<b>\$90,789</b>	2023
<a href="#">Rivington Housing Development Fund</a>	NY	\$281,793	President/ed	\$61,872	<b>\$60,656</b>	2024
<a href="#">A Vision Of Change Incorporated</a>	OH	\$254,025	Executive Director	\$80,400	<b>\$95,114</b>	2023
<a href="#">New Vision Inc</a>	TN	\$250,643	President	\$51,000	<b>\$58,159</b>	2024
<a href="#">1614-1622 Jonquil Terrace</a>	IL	\$249,733	Executive Director/ceo	\$19,212	<b>\$21,096</b>	2023
<a href="#">The Delta Project</a>	MI	\$244,281	Director	\$75,000	<b>\$83,984</b>	2024
<a href="#">Skillful Living Center Inc</a>	TX	\$300,351	Chief Executive Office	\$85,000	<b>\$92,244</b>	2024
<a href="#">301 Housing Development Fund Corporation</a>	NY	\$239,065	President	\$38,386	<b>\$38,743</b>	2023
<a href="#">Changing The Health Of Adolescents Impacting The Nation Reaction Inc</a>	CA	\$308,759	Ceo	\$19,600	<b>\$19,679</b>	2022
<a href="#">Kim Logan Communications</a>	MI	\$224,139	President	\$24,000	<b>\$26,874</b>	2024
<a href="#">Johnston County Youth Services Inc</a>	NC	\$320,372	Executive Di	\$56,656	<b>\$63,511</b>	2024
<a href="#">Aliive Roberts County Inc</a>	SD	\$322,713	Executive Director	\$303,418	<b>\$363,290</b>	2024
<a href="#">Public Safety Foundation</a>	MN	\$323,739	Executive Director/director	\$31,500	<b>\$33,768</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Good Kids Mad City - Englewood</a>	IL	\$327,251	Foundation Mgr.	\$66,667	<b>\$71,105</b>	2024
<a href="#">Nokomis East Neighborhood Association</a>	MN	\$214,947	Executive Director	\$70,513	<b>\$75,590</b>	2024
<a href="#">E3 Education Excellence &amp; Equity</a>	CA	\$329,664	Board Member	\$60,000	<b>\$57,869</b>	2023
<a href="#">Take Action Mon Valley</a>	PA	\$210,446	President & Ceo	\$70,250	<b>\$76,003</b>	2024
<a href="#">Inner Banks Stem Center</a>	NC	\$208,896	President	\$6,625	<b>\$7,646</b>	2023
<a href="#">Dayonenotdaytwo</a>	PA	\$207,532	Executive Director	\$10,565	<b>\$11,430</b>	2024
<a href="#">The Brothers Redefining Opportunity Experience Fdn Inc</a>	NY	\$335,308	Director	\$39,226	<b>\$39,591</b>	2023
<a href="#">Lived Experiences Inc</a>	CA	\$205,975	Founder	\$42,000	<b>\$39,346</b>	2024
<a href="#">Babylon Inc</a>	VA	\$202,845	Director	\$72,000	<b>\$77,648</b>	2023
<a href="#">Community Youth Athletic Center</a>	CA	\$198,373	President/exec. Dir.	\$72,500	<b>\$67,918</b>	2024
<a href="#">The Free Root Operation Inc</a>	IL	\$347,806	President	\$60,865	<b>\$64,917</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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    **39** organizations. Compensation range \$7,646–\$363,290; filing years 2022–2025.

SIZE BASIS     Matched on total revenue (\$271,359); for reference, expenses \$275,475 and assets \$89,649.

ROLE MATCH	Ellen Halbaken, reported title "FOOD BANK DIRECTOR", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	4 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	33 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	36 <sup>th</sup>
All sources (D + E + F), adjusted	28 <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 (Ellen Halbaken) 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 39 similarly situated organizations (Same NTEE sector (I21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,400 is reasonable (approximately the 33<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.