

# Outreach Program Of Brainerd Lakes

Executive Director / CEO

EIN 454530236

MN · NTEE K30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shawn Hansen, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Shawn Hansen — 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 (K30).

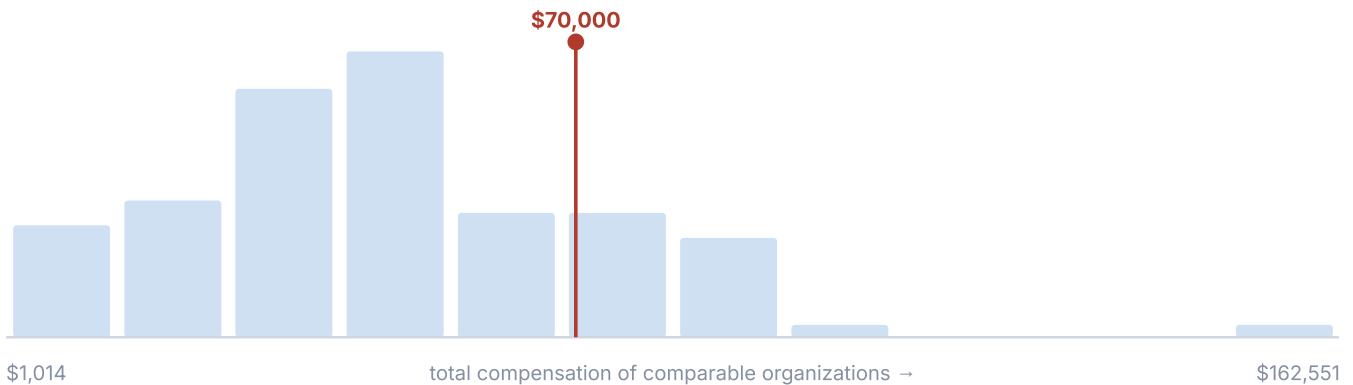
**BUDGET** Total revenue between \$173,268 and \$387,915 — 0.67x to 1.50x the subject's \$258,610 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

**93** organizations qualified on sector, size, and geography

→ **93** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,277

\$29,874

\$44,323

\$61,938

\$82,038

\$70,000



## ● 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 MN 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="#">Storehouse Daily Bread Ministry</a>	NC	\$257,875	Executive Di	\$24,432	<b>\$24,815</b>	2024
<a href="#">Love The Hungry Inc</a>	KY	\$257,284	Executive Director	\$54,096	<b>\$58,818</b>	2023
<a href="#">Positive Community Kitchen</a>	OR	\$257,263	Executive Director	\$34,463	<b>\$32,389</b>	2023
<a href="#">Now Serving Inc</a>	NC	\$256,898	Executive Director	\$80,859	<b>\$84,554</b>	2023
<a href="#">Healthy Foods For Healthy Kids Inc</a>	DE	\$260,933	Executive Director	\$79,650	<b>\$78,928</b>	2023
<a href="#">Provo Farmers Market</a>	UT	\$256,114	Executive Dir.	\$33,500	<b>\$33,704</b>	2024
<a href="#">Forever Fed Inc</a>	GA	\$262,261	Director	\$3,005	<b>\$2,970</b>	2024
<a href="#">Soil2service Inc</a>	MI	\$254,394	Executive Director	\$1,000	<b>\$1,014</b>	2024
<a href="#">Colorado Farm To Table Inc</a>	CO	\$248,995	Executive Dir.	\$39,350	<b>\$37,090</b>	2024
<a href="#">Petare-latam Foundation Inc</a>	FL	\$245,674	Treasurer	\$32,350	<b>\$29,874</b>	2024
<a href="#">Hungry World Farm</a>	IL	\$241,844	Executive Director	\$18,995	<b>\$18,899</b>	2023
<a href="#">The Preservery Foundation</a>	CO	\$241,628	Executive Director	\$110,000	<b>\$103,683</b>	2024
<a href="#">Katie's Kroops</a>	SC	\$241,388	President	\$48,000	<b>\$52,756</b>	2022
<a href="#">Travelers Rest Farmers Market</a>	SC	\$239,400	Executive Di	\$46,686	<b>\$47,877</b>	2024
<a href="#">Table Of Plenty Hmb</a>	CA	\$238,096	Executive Director	\$49,154	<b>\$42,955</b>	2023
<a href="#">Shelbyville Community Soup Kitchen</a>	TN	\$237,980	Employee	\$41,100	<b>\$42,467</b>	2024
<a href="#">Passion And Compassion Inc</a>	MD	\$279,365	Executive Dir.	\$57,000	<b>\$53,931</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hartford Food System Inc</a>	CT	\$279,495	Executive Dir.	\$87,539	<b>\$83,065</b>	2023
<a href="#">Dig In Yancey Community Garden</a>	NC	\$236,988	Executive Director	\$44,972	<b>\$45,678</b>	2024
<a href="#">Musically Fed</a>	AZ	\$236,845	Executive Director - Founder	\$84,500	<b>\$79,884</b>	2024
<a href="#">5loaves2fishnmi</a>	MI	\$235,864	Secretary	\$15,000	<b>\$15,220</b>	2024
<a href="#">Fundacion Yo Puedo Inc</a>	PR	\$235,670	President	\$2,395	<b>\$2,326</b>	2024
<a href="#">Feed Our Streets</a>	CA	\$283,219	Ceo	\$31,000	<b>\$26,314</b>	2024
<a href="#">Northwest Mutual Aid Collective Inc</a>	PA	\$233,724	Executive Director	\$70,901	<b>\$71,555</b>	2023
<a href="#">Seven Loaves Soup Kitchen Inc</a>	PA	\$233,043	Mission Coordinator	\$12,000	<b>\$11,764</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	93 organizations. Compensation range \$1,014–\$162,551; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$258,610); for reference, expenses \$289,784 and assets \$47,901.
ROLE MATCH	Shawn Hansen, reported title " <i>EXECUTIVE DI</i> ", 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (Shawn Hansen) 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 93 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 81<sup>st</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.