

# Anchor Point Food Pantry

Executive Director / CEO

EIN 461962921

AK · NTEE K31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Martin, Executive Director / CEO** (\$5,196) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 1<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Melissa Martin — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (K31).

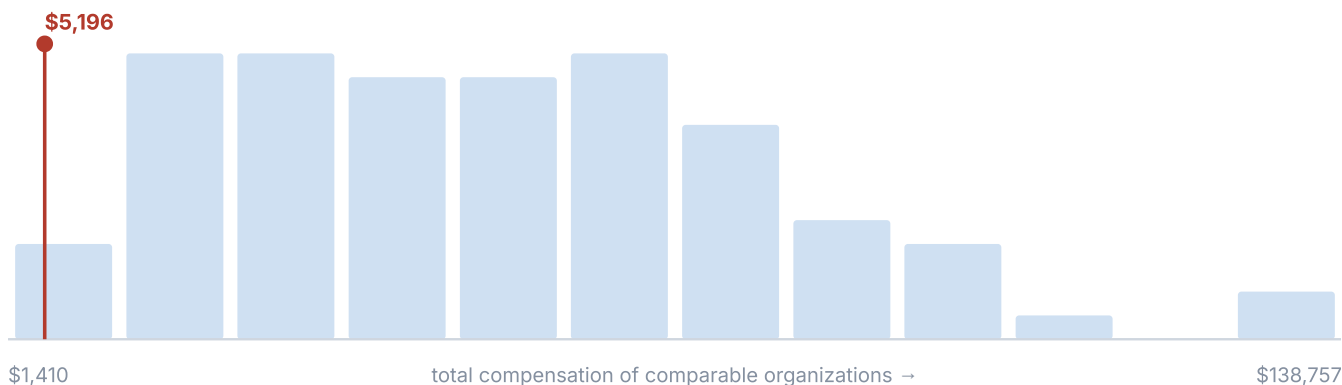
**BUDGET** Total revenue between \$317,801 and \$711,496 — 0.67x to 1.50x the subject's \$474,331 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

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

→ **83** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,090

\$29,776

\$48,767

\$70,035

\$84,264

**\$5,196**



## ■ 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 AK 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="#">Waconia United Food Shelf</a>	MN	\$475,346	Executive Di	\$82,207	<b>\$84,964</b>	2024
<a href="#">Community Food Cupboard Inc</a>	VT	\$475,819	Administrator	\$66,888	<b>\$70,419</b>	2024
<a href="#">Lamar County Food Pantry Inc</a>	TX	\$469,326	Executive Director	\$61,311	<b>\$66,044</b>	2023
<a href="#">Vanburen Council For Human Services</a>	CA	\$468,514	Daniels	\$41,000	<b>\$37,031</b>	2024
<a href="#">The 1017 Project</a>	OR	\$468,316	Executive Director	\$46,500	<b>\$45,168</b>	2024
<a href="#">Community Bread Basket Inc</a>	WV	\$467,093	Program Administrator	\$27,366	<b>\$31,908</b>	2023
<a href="#">Pickerington Food Pantry</a>	OH	\$466,338	Executive Di	\$74,420	<b>\$82,446</b>	2024
<a href="#">Irvington My Brothers Keeper Inc</a>	MD	\$466,068	Secretary	\$69,648	<b>\$70,119</b>	2023
<a href="#">Hope-net</a>	CA	\$465,680	Executive Director	\$61,442	<b>\$57,134</b>	2023
<a href="#">Joyce Uptown Foodshelf Inc</a>	MN	\$462,537	Director	\$62,271	<b>\$66,260</b>	2023
<a href="#">Gap Ministries Of Augusta Inc</a>	GA	\$486,802	Executive Director	\$58,000	<b>\$60,999</b>	2024
<a href="#">Adams County Emergency Food Bank</a>	CO	\$461,512	Executive Director	\$76,014	<b>\$78,491</b>	2023
<a href="#">Fish &amp; Loaves</a>	MI	\$461,198	Executive Director	\$75,000	<b>\$83,363</b>	2023
<a href="#">Elmore County Food Pantry Inc</a>	AL	\$488,214	Director/manager	\$31,200	<b>\$36,298</b>	2023
<a href="#">Sharefest Will County</a>	IL	\$460,087	President Director	\$5,333	<b>\$5,484</b>	2024
<a href="#">Topss</a>	OH	\$459,037	Executive Director	\$51,931	<b>\$57,531</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hamilton County Harvest Food Bank Inc</a>	IN	\$454,143	Exec Director	\$40,000	<b>\$44,121</b>	2024
<a href="#">Uproot Colorado</a>	CO	\$450,552	Executive Dir.	\$64,725	<b>\$64,916</b>	2024
<a href="#">Middlebury Food Pantry</a>	IN	\$499,461	Executive Director	\$62,308	<b>\$68,728</b>	2024
<a href="#">Parkland Cares Food Pantry</a>	PA	\$500,525	Executive Di	\$37,500	<b>\$39,115</b>	2024
<a href="#">Franklin Area Community Services Inc</a>	OH	\$443,173	Executive Director	\$25,667	<b>\$28,435</b>	2024
<a href="#">Warehouses4good</a>	TX	\$507,893	Executive Dir.	\$53,084	<b>\$55,542</b>	2024
<a href="#">The Bread Of Life Inc</a>	NC	\$508,582	Exective Director	\$26,961	<b>\$29,139</b>	2024
<a href="#">Lander Care And Share Food Bank</a>	WY	\$514,099	Executive Director	\$12,375	<b>\$13,861</b>	2024
<a href="#">Oklahoma Black Historical Research Project Inc</a>	OK	\$516,113	Executive Director	\$118,032	<b>\$135,944</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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** 83 organizations. Compensation range \$1,410–\$138,757; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$474,331); for reference, expenses \$214,575 and assets \$378,647. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Melissa Martin, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	1 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	1 <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 (Melissa Martin) 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 83 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,196 is reasonable (approximately the 1<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.