

# Project Feast

Executive Director / CEO

EIN 462005131  
 WA · NTEE K30  
 FY ending 2023-12-31  
**June 10, 2026**

This analysis benchmarks the total compensation of **Khanh-van Nguyen, Executive Director / CEO** (\$85,413) 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

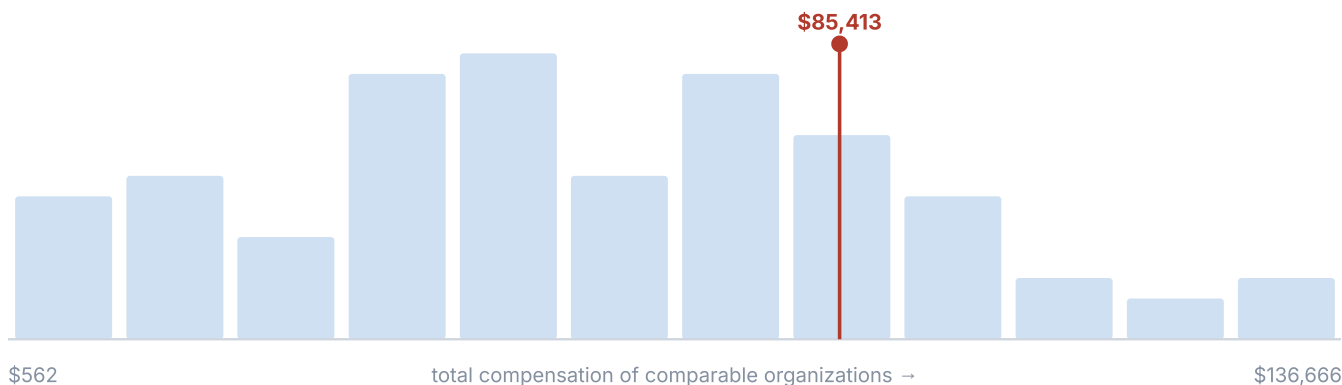
**Benchmarked executive:** Khanh-van Nguyen — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (K30).  |
| BUDGET    | Total revenue between \$322,565 and \$722,161 — 0.67x to 1.50x the subject's \$481,441 (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



|          |          |          |          |          |                 |
|----------|----------|----------|----------|----------|-----------------|
| \$14,488 | \$37,858 | \$56,647 | \$82,518 | \$98,437 | <b>\$85,413</b> |
|----------|----------|----------|----------|----------|-----------------|



## ■ 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="#">Common Market Great Lakes Inc</a>       | IL    | \$480,264 | Executive Di                    | \$47,429        | <b>\$50,586</b> | 2024 |
| <a href="#">Seton Harvest Inc</a>                   | IN    | \$487,836 | Executive Director (Thru 2/24)  | \$32,379        | <b>\$37,044</b> | 2024 |
| <a href="#">The Connection Homeless Shelter Inc</a> | NE    | \$471,550 | Executive Director              | \$57,137        | <b>\$68,640</b> | 2023 |
| <a href="#">For The Kids Org</a>                    | UT    | \$493,737 | Executive Di                    | \$24,750        | <b>\$27,482</b> | 2024 |
| <a href="#">Comidas Consulting Services</a>         | TX    | \$499,547 | Executive Di                    | \$52,199        | <b>\$56,647</b> | 2024 |
| <a href="#">Blue Watermelon Project Inc</a>         | AZ    | \$501,316 | Executive Director Since 6-2024 | \$3,365         | <b>\$3,510</b>  | 2024 |
| <a href="#">Hoosiers Feeding The Hungry Inc</a>     | IN    | \$503,488 | Former Exec                     | \$43,365        | <b>\$49,613</b> | 2024 |
| <a href="#">Trinity County Food Assistance</a>      | CA    | \$458,531 | Executive Dir.                  | \$44,000        | <b>\$41,220</b> | 2024 |
| <a href="#">Murrysville Christian Concern</a>       | PA    | \$458,493 | Key Employee/board Member       | \$65,000        | <b>\$70,323</b> | 2024 |
| <a href="#">Summit Community Gardens And Eats</a>   | UT    | \$505,404 | Executive Di                    | \$87,159        | <b>\$96,777</b> | 2024 |
| <a href="#">Syv Fruit &amp; Vegetable Rescue</a>    | CA    | \$505,749 | Executive Director              | \$88,084        | <b>\$82,518</b> | 2024 |
| <a href="#">Anso Child Development</a>              | IL    | \$506,693 | Secretary                       | \$58,522        | <b>\$62,418</b> | 2024 |
| <a href="#">Dimitri House Inc</a>                   | NY    | \$454,829 | Executive Dir.                  | \$70,000        | <b>\$68,624</b> | 2024 |
| <a href="#">Manna Of Life Ministries</a>            | NY    | \$510,178 | President & Founder             | \$7,692         | <b>\$7,763</b>  | 2023 |

| ORGANIZATION   | STATE | REVENUE   | MATCHED TITLE      | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|--|-------|-----------|--------------------|-----------------|------------------|------|
| <a href="#">Anna Sudha Community Kitchens Corp</a>                           | VA    | \$511,970 | —                  | \$31,200        | <b>\$32,682</b>  | 2024 |
| <a href="#">Above Par Academy Inc</a>  | TX    | \$450,000 | Director           | \$4,800         | <b>\$5,209</b>   | 2024 |
| <a href="#">Women Food &amp; Agriculture Network</a>                         | IA    | \$514,051 | Executive Dir.     | \$79,894        | <b>\$97,708</b>  | 2023 |
| <a href="#">Dwelling House Of Hope Inc</a>                                   | MA    | \$446,937 | Executive Director | \$79,040        | <b>\$79,332</b>  | 2023 |
| <a href="#">Hunger Task Force Of La Crosse Inc</a>                           | WI    | \$520,700 | Executive Director | \$75,532        | <b>\$85,579</b>  | 2024 |
| <a href="#">Knock And Drop Iowa</a>  | IA    | \$439,073 | Executive Di       | \$6,125         | <b>\$7,491</b>   | 2023 |
| <a href="#">Farmacywv Prescriptions For Produce</a>                          | WV    | \$525,000 | Vice President     | \$12,000        | <b>\$14,096</b>  | 2024 |
| <a href="#">Harrison Food Bank</a>   | ME    | \$437,220 | Treasurer          | \$52,000        | <b>\$56,490</b>  | 2024 |
| <a href="#">Evloves Llc</a>  | NY    | \$429,917 | Executive Director | \$71,733        | <b>\$70,323</b>  | 2024 |
| <a href="#">Sts Francis And Alphonsus</a>                                    | MO    | \$428,064 | President          | \$45,422        | <b>\$52,193</b>  | 2024 |
| <a href="#">Northeast Florida Builders Association Charitable Foundation</a> | FL    | \$427,536 | Executive Director | \$133,500       | <b>\$136,060</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 93 organizations. Compensation range \$562–\$136,666; filing years 2022–2025.

|                 |  |
|-----------------|--|
| SIZE BASIS      | Matched on total revenue (\$481,441); for reference, expenses \$423,452 and assets \$249,011.  |
| ROLE MATCH      | Khanh-van Nguyen, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.          |

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)                                | 83 <sup>rd</sup>   |
| Reportable pay only (column D), adjusted  | 84 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 78 <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 (Khanh-van Nguyen) 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 10, 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 \$85,413 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 10, 2026.