

Barb Food Mart Nfp

Executive Director / CEO

EIN 463613866

IL · NTEE T30

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Denise Salihoglu, Executive Director / CEO** (\$56,328) against **every comparable organization** that fit the selection criteria — **209** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

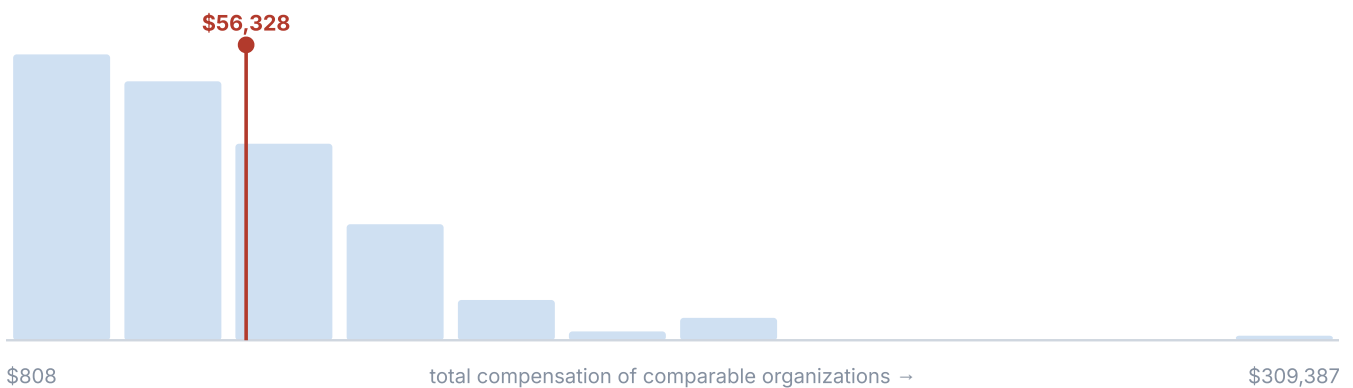
Benchmarked executive: Denise Salihoglu — reported title "ASSOCIATE DI", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$174,177 and \$389,949 — 0.67x to 1.50x the subject's \$259,966 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

209 organizations qualified on sector, size, and geography → **209** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,787	\$23,154	\$43,276	\$72,139	\$98,881	\$56,328
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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 IL 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
United Way Of Parker County	TX	\$259,941	Former Exec.	\$65,417	\$66,561	2025
Boca Raton Police Foundation Inc	FL	\$259,639	Executive Director	\$119,878	\$121,054	2023
Silver Creek Alliance Inc	ID	\$259,427	Executive Di	\$18,000	\$19,992	2024
Millers Foundation Inc	MA	\$260,924	Secretary	\$12,848	\$12,054	2024
The Adam Wysota Foundation Inc	CT	\$258,306	President	\$50,000	\$48,947	2024
Warm Foundation	TX	\$256,540	Executive Director	\$16,616	\$17,354	2024
Live 4 Evan Inc	MA	\$263,457	Executive Director/preside	\$31,954	\$29,980	2024
Kansas Children's Service League Foundation	KS	\$255,351	Trustee/administrative Director	\$14,002	\$16,260	2023
Edgerton Hospital Capital	WI	\$253,430	President	\$40,827	\$44,518	2024
Storyline	TX	\$266,526	Executive Director	\$117,600	\$122,823	2024
Water282	AL	\$252,689	Ceo	\$50,833	\$57,338	2024
Project Prakash Foundation Inc	MA	\$267,302	Program Mana	\$33,750	\$31,665	2024
Sms Research Foundation Inc	CT	\$267,378	Board Member	\$100,000	\$97,895	2024
The All Souls' Foundation	TX	\$268,275	Founder	\$26,000	\$27,155	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chatham Education Foundation	NC	\$251,114	Executive Director	\$48,410	\$53,769	2023
C P Center Foundation Of Orange	NY	\$269,306	Director, Ceo	\$23,626	\$22,948	2023
Rahima Aziz Foundation Corp	NY	\$269,470	Secretary	\$45,500	\$42,928	2024
Focal Point Corporation	MO	\$270,130	President	\$750	\$808	2025
Sunsar Maya Inc	CA	\$270,320	Executive Director	\$70,000	\$64,974	2023
Tibetan Children's Education Foundation	MT	\$249,530	Executive Director	\$48,000	\$55,618	2023
Hang Tough Foundation Inc	FL	\$270,846	Executive Di	\$61,077	\$61,676	2023
Nailba Charitable Foundation	DC	\$270,940	Chief Executive Officer	\$34,979	\$32,048	2024
Affinity Federal Credit Union Foundation	NJ	\$271,214	Executive Dir.	\$22,602	\$21,070	2024
The Woody Foundation Inc	FL	\$248,584	Vice President	\$28,498	\$27,952	2024
Heros For Heros	TX	\$271,508	President & Ceo	\$95,000	\$99,219	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 IL 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 **209** organizations. Compensation range \$808–\$309,387; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$259,966); for reference, expenses \$188,050 and assets \$365,654.
ROLE MATCH	Denise Salihoglu, reported title "ASSOCIATE DI", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	63 rd
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	46 th

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 (Denise Salihoglu) 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 209 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,328 is reasonable (approximately the 63rd 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.