

Healthy Kids Katering Service Of Paterson Inc

Executive Director / CEO

EIN 464217059
 NJ · NTEE K30
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Gina Johnson, Executive Director / CEO** (\$12,064) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **9th** percentile of comparable organizations

below the typical range for comparable organizations

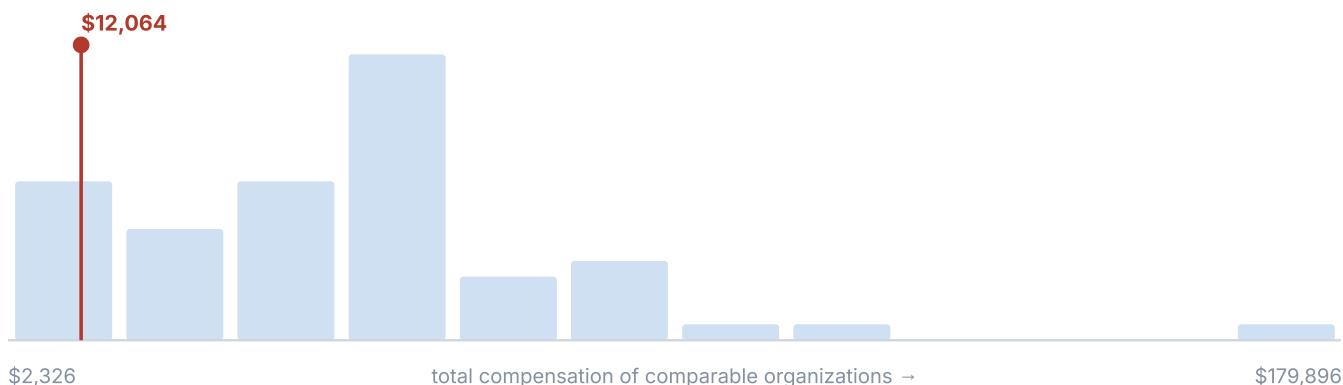
Benchmarked executive: Gina Johnson — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$108,822 and \$243,633 — 0.67x to 1.50x the subject's \$162,422 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,468 10TH	\$23,389 25TH	\$47,451 MEDIAN	\$55,991 75TH	\$80,074 90TH	\$12,064 THIS ORG · 9TH
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\$12,064



■ 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 NJ 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
Dulles South Soup Kitchen Inc	VA	\$162,569	Director	\$36,000	\$37,814	2024
Harvest Rural Feeding Services Inc	AR	\$163,316	Officer	\$8,550	\$10,186	2025
Snack In A Backpack Inc	GA	\$165,273	Director	\$31,763	\$34,744	2024
Utah Charities	UT	\$158,774	President	\$10,400	\$11,580	2024
Novick Urban Farm	PA	\$170,617	Project Manager	\$45,215	\$49,053	2024
Forsyth Backpack Program	NC	\$153,389	Executive Director	\$18,343	\$20,087	2025
Hungry Heroes Incorporated	SC	\$171,853	President	\$61,213	\$71,525	2023
Stillwater Mobile Meals Inc	OK	\$172,720	Executive Dir.	\$44,358	\$53,137	2024
Emerge Inc	CT	\$173,477	President	\$26,250	\$26,086	2025
Vittles For Vets	VA	\$175,714	President/director	\$8,462	\$8,888	2024
Community Food Bank	IN	\$149,069	Manager	\$12,000	\$13,767	2024
Gumdrops Nfp	IL	\$148,370	President	\$31,200	\$33,369	2024
Taunton Area Community Table Inc	MA	\$144,909	Director	\$39,000	\$39,252	2023
Feed Buffalo Inc	NY	\$141,575	Executive Director	\$74,254	\$75,151	2023
Hunger Impact Partners	MN	\$184,195	Chief Exec O	\$167,352	\$179,896	2024
Bethany Center	OH	\$186,012	President	\$40,000	\$47,451	2023
Giving In Kindness In Arkansas Inc	AR	\$189,359	President And Director	\$45,788	\$55,991	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cooking For Long Island Veterans	NY	\$190,012	Officer	\$16,000	\$15,729	2024
Germantown Help Inc	MD	\$190,606	Exec Director/ceo	\$75,734	\$79,302	2023
Friday Night Supper Program Inc	MA	\$191,069	Executive Director	\$59,173	\$57,847	2024
Alliance For Better Nutrition Inc	IN	\$132,378	President/se	\$44,735	\$51,322	2024
Gorham Ecumenical Food Pantry	ME	\$196,126	Executive Director	\$13,500	\$15,141	2023
East Kentucky Dream Center Inc	KY	\$197,997	Director	\$28,229	\$32,994	2024
Community Markets Inc	WV	\$204,602	Operations Manager	\$47,259	\$55,666	2024
Soup For The Soul Org Inc	KY	\$204,886	Program Manager	\$42,952	\$51,685	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	57 organizations. Compensation range \$2,326–\$179,896; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$162,422); for reference, expenses \$152,776 and assets \$46,609.
ROLE MATCH	Gina Johnson, reported title " <i>Director</i> ", 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.
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	9 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Gina Johnson) 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 57 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,064 is reasonable (approximately the 9th 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.