

Porch-hillsborough

Executive Director / CEO

EIN 464965398

NC · NTEE K31

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anna Waters, Executive Director / CEO** (\$15,280) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Anna Waters — 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 (K31).

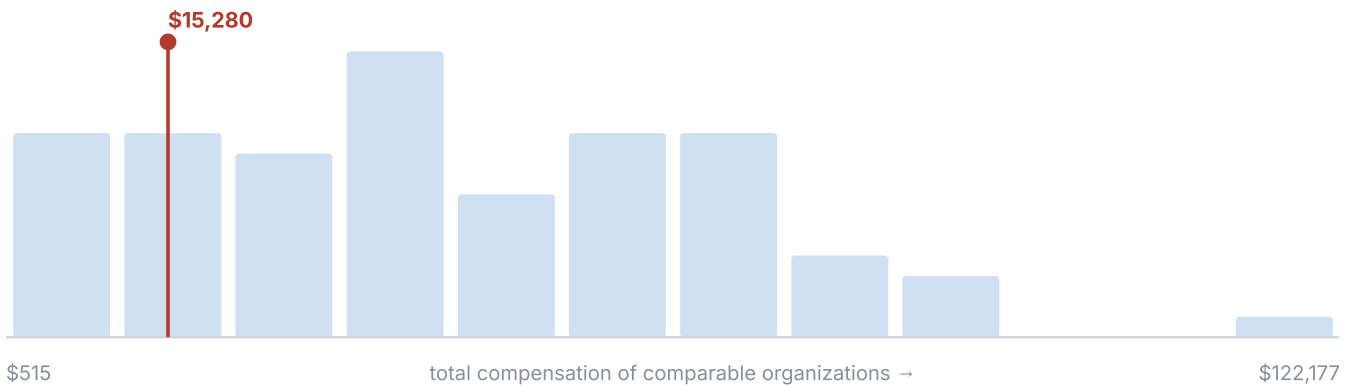
BUDGET Total revenue between \$257,076 and \$575,544 — 0.67x to 1.50x the subject's \$383,696 (the band tightens as size grows).

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

78 organizations qualified on sector, size, and geography

→ **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,848	\$20,034	\$38,271	\$59,103	\$71,763	\$15,280
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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 NC 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
Bushels Of Blessings	NJ	\$382,269	Executive Director	\$15,217	\$12,771	2024
Hardwick Area Food Pantry Inc	VT	\$380,838	Executive Director	\$16,566	\$15,675	2024
The Good Shepherd Food Pantry Of Bertie County Nc Inc	NC	\$379,382	Executive Director	\$48,640	\$48,640	2023
South Corvallis Food Bank	OR	\$388,150	Executive Director	\$33,959	\$29,646	2024
Charity Series Of Poker	NV	\$388,171	President	\$67,333	\$65,320	2023
Illinois Valley Food Pantry	IL	\$378,887	Executive Dir.	\$44,792	\$40,328	2025
Guardians Of Hope Inc	MT	\$373,796	Secretary	\$22,752	\$23,055	2024
Murphysboro Food Pantry Inc	IL	\$373,004	Exec Director	\$72,937	\$67,406	2024
New Life Ministries - Indiana Inc	IN	\$372,659	President	\$16,885	\$17,233	2023
Helping Hands Caring Hearts Inc	AR	\$396,581	Executive Di	\$29,280	\$30,939	2024
Irondequoit Community Cupboard Inc	NY	\$363,688	Executive Director	\$50,013	\$43,738	2023
Storehouse Food Pantry	TN	\$403,881	Treasurer	\$5,900	\$6,002	2023
Appling County Food Bank Inc	GA	\$363,120	Director	\$16,821	\$15,899	2024
Guilderland Food Pantry Inc	NY	\$358,568	Executive	\$26,590	\$22,587	2024
Tennessee Food On Foot Foundation Inc	TN	\$358,356	President	\$13,500	\$13,340	2024
Gatesville Care Center	TX	\$410,582	Co-director	\$20,400	\$19,183	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Food Pantry Of Jeff Davis County Inc	TX	\$352,735	Executive Director	\$35,614	\$33,489	2024
The Lovve Project	CO	\$346,015	Executive Di	\$49,808	\$44,896	2024
Caring And Sharing Food Pantry Inc	OH	\$345,976	Executive Di	\$17,745	\$17,668	2024
Feed The Needy	TN	\$424,121	Chairwoman And Ceo	\$32,196	\$31,813	2024
Pantry 279 Inc	IN	\$342,724	Director	\$8,573	\$8,499	2024
Veggies To Table	ME	\$425,428	Director	\$42,060	\$39,591	2024
King Ferry Food Pantry Inc	NY	\$338,002	Executive Director	\$43,500	\$36,951	2024
Pearland Neighborhood Center	TX	\$432,212	Executive Director	\$47,544	\$46,028	2023
Feeding Wilmington Inc	NC	\$330,442	Chair-elect	\$23,644	\$22,966	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 78 organizations. Compensation range \$515–\$122,177; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$383,696); for reference, expenses \$335,924 and assets \$115,487.

ROLE MATCH Anna Waters, reported title "*Director*", 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 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	17 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	17 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 (Anna Waters) 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 78 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,280 is reasonable (approximately the 17th 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.