

Good Meat Project

Executive Director / CEO

EIN 465549530

OR · NTEE K01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thorne Michele, Executive Director / CEO** (\$110,300) against **every comparable organization** that fit the selection criteria — **281** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

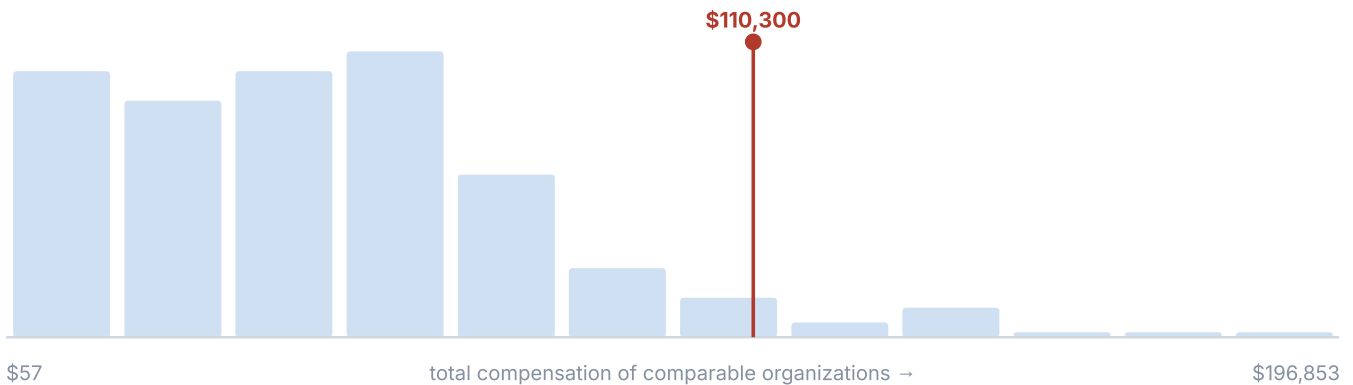
Benchmarked executive: Thorne Michele — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K01).
BUDGET	Total revenue between \$132,081 and \$295,704 — 0.67x to 1.50x the subject's \$197,136 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

281 organizations qualified on sector, size, and geography → **281** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,838	\$22,974	\$44,861	\$64,889	\$86,997	\$110,300
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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 OR 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
Maine Dairy And Nutrition Council	ME	\$197,236	Treasurer	\$600	\$647	2024
Healthy Spark	TN	\$196,709	Treasurer	\$58,800	\$66,555	2024
Our Daily Bread Soup Kitchen Foundation Inc	MA	\$196,516	Executive Director	\$57,700	\$55,834	2024
Antigo Area Community Food Pantry	WI	\$197,844	Manager	\$41,860	\$48,466	2023
Western Growers Foundation	CA	\$196,357	President And Ceo	\$51,830	\$49,617	2023
East Kentucky Dream Center Inc	KY	\$197,997	Director	\$28,229	\$32,658	2024
Gorham Ecumenical Food Pantry	ME	\$196,126	Executive Director	\$13,500	\$14,987	2023
National Center For Beef Excellence	MO	\$198,290	Executive Di	\$112,061	\$131,583	2023
Arkansas Association Of	AR	\$195,930	Program Admin	\$36,000	\$44,861	2023
Nolensville Food Pantry Inc	TN	\$195,473	Executive Director	\$71,732	\$81,193	2024
Fertile Groundworks	CA	\$199,551	Executive Director	\$49,176	\$45,726	2024
Red Truck Ministry	VA	\$201,024	Admin Assist	\$6,268	\$6,517	2024
Maine Food And Beverage Education Center	ME	\$193,225	Executive Director	\$65,000	\$70,088	2024
Mercy Meals And More	MA	\$193,191	Program Director	\$28,000	\$27,895	2023
River Valley Charities Inc	WI	\$193,015	Executive Di	\$56,496	\$63,535	2024
Orchard Community Learning Service	AZ	\$201,308	Ceo	\$25,524	\$26,433	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Acequia Institute	CO	\$201,500	Director	\$37,500	\$39,864	2023
Louisville Grows Incorporated	KY	\$201,786	Former Executive Director	\$57,743	\$66,803	2024
Just Hope Inc	NC	\$192,459	Executive Director	\$50,400	\$56,077	2024
Bionutrient Food Association Inc	MA	\$191,809	Executive Di	\$61,890	\$59,888	2024
Dishroulette Kitchen Nfp	IL	\$191,155	Ceo	\$55,385	\$60,365	2023
Friday Night Supper Program Inc	MA	\$191,069	Executive Director	\$59,173	\$57,259	2024
Germantown Help Inc	MD	\$190,606	Exec Director/ceo	\$75,734	\$78,496	2023
Honore Farm And Mill	CA	\$203,746	Executive Director	\$49,087	\$46,991	2023
Cooking For Long Island Veterans	NY	\$190,012	Officer	\$16,000	\$15,569	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	281 organizations. Compensation range \$57–\$196,853; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$197,136); for reference, expenses \$475,999 and assets \$548,145. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Thorne Michele, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	95 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	91 st

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 (Thorne Michele) 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 281 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,300 is reasonable (approximately the 95th 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.