

Waconia United Food Shelf

Executive Director / CEO

EIN 471667774

MN · NTEE K31

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Angie Cruzen, Executive Director / CEO** (\$82,207) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

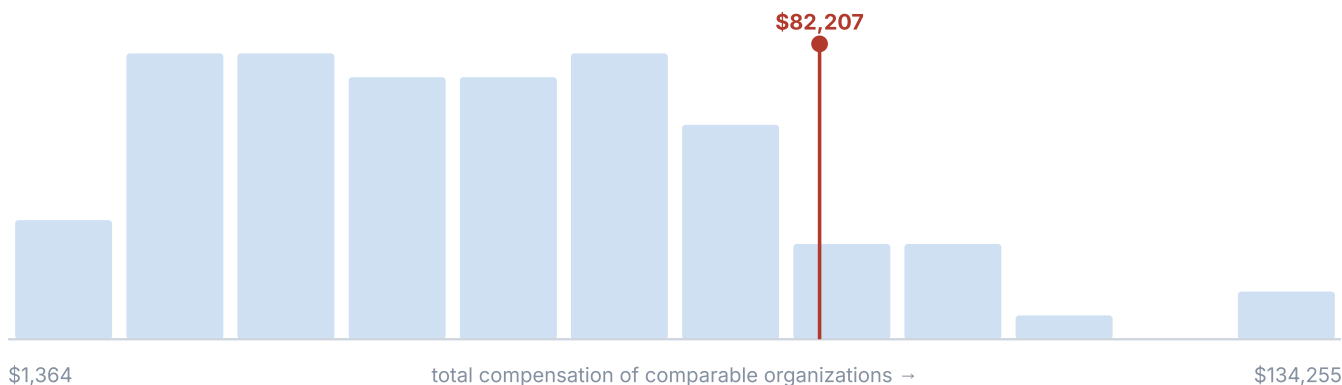
Benchmarked executive: Angie Cruzen — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K31).
BUDGET	Total revenue between \$318,481 and \$713,019 — 0.67x to 1.50x the subject's \$475,346 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,390	\$27,853	\$47,129	\$67,116	\$80,488	\$82,207
----------	----------	----------	----------	----------	----------



● 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 MN 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
Community Food Cupboard Inc	VT	\$475,819	Administrator	\$66,888	\$68,134	2024
Anchor Point Food Pantry	AK	\$474,331	Executive Dir.	\$5,196	\$5,027	2024
Lamar County Food Pantry Inc	TX	\$469,326	Executive Director	\$61,311	\$63,901	2023
Vanburen Council For Human Services	CA	\$468,514	Daniels	\$41,000	\$35,829	2024
The 1017 Project	OR	\$468,316	Executive Director	\$46,500	\$43,702	2024
Community Bread Basket Inc	WV	\$467,093	Program Administrator	\$27,366	\$30,872	2023
Pickerington Food Pantry	OH	\$466,338	Executive Di	\$74,420	\$79,770	2024
Irvington My Brothers Keeper Inc	MD	\$466,068	Secretary	\$69,648	\$67,844	2023
Hope-net	CA	\$465,680	Executive Director	\$61,442	\$55,280	2023
Gap Ministries Of Augusta Inc	GA	\$486,802	Executive Director	\$58,000	\$59,020	2024
Joyce Uptown Foodshelf Inc	MN	\$462,537	Director	\$62,271	\$64,110	2023
Elmore County Food Pantry Inc	AL	\$488,214	Director/manager	\$31,200	\$35,120	2023
Adams County Emergency Food Bank	CO	\$461,512	Executive Director	\$76,014	\$75,944	2023
Fish & Loaves	MI	\$461,198	Executive Director	\$75,000	\$80,658	2023
Sharefest Will County	IL	\$460,087	President Director	\$5,333	\$5,306	2024
Topss	OH	\$459,037	Executive Director	\$51,931	\$55,665	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hamilton County Harvest Food Bank Inc	IN	\$454,143	Exec Director	\$40,000	\$42,690	2024
Middlebury Food Pantry	IN	\$499,461	Executive Director	\$62,308	\$66,498	2024
Uproot Colorado	CO	\$450,552	Executive Dir.	\$64,725	\$62,810	2024
Parkland Cares Food Pantry	PA	\$500,525	Executive Di	\$37,500	\$37,846	2024
Franklin Area Community Services Inc	OH	\$443,173	Executive Director	\$25,667	\$27,512	2024
Warehouses4good	TX	\$507,893	Executive Dir.	\$53,084	\$53,739	2024
The Bread Of Life Inc	NC	\$508,582	Exective Director	\$26,961	\$28,193	2024
Lander Care And Share Food Bank	WY	\$514,099	Executive Director	\$12,375	\$13,411	2024
Oklahoma Black Historical Research Project Inc	OK	\$516,113	Executive Director	\$118,032	\$131,533	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	83 organizations. Compensation range \$1,364–\$134,255; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$475,346); for reference, expenses \$416,680 and assets \$844,103.
ROLE MATCH	Angie Cruzen, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	92 nd
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	88 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 (Angie Cruzen) 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 83 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,207 is reasonable (approximately the 92nd 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.