

Caterkids Hawaii

Executive Director / CEO

EIN 471838156

HI · NTEE P29

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shelly Tadena, Executive Director / CEO** (\$26,846) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

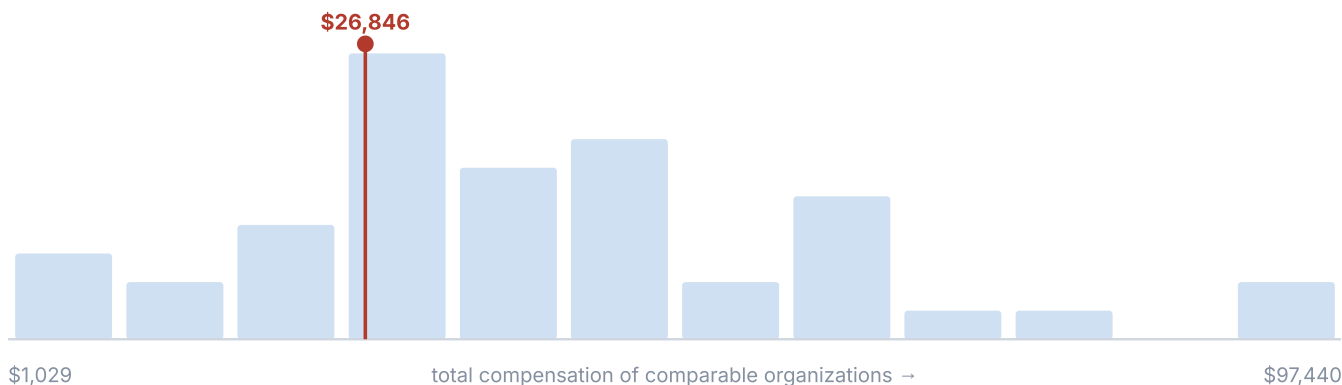
Benchmarked executive: Shelly Tadena — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P29).
BUDGET	Total revenue between \$153,724 and \$344,160 — 0.67x to 1.50x the subject's \$229,440 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,797	\$26,379	\$35,212	\$52,666	\$63,517	\$26,846
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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 HI 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
Project Redesign Inc	TN	\$225,583	Accountant	\$10,000	\$11,404	2024
Treasure City	TX	\$225,572	President	\$8,662	\$9,400	2024
Crafted Collective Inc	KS	\$233,930	Co-executive Director	\$51,010	\$58,245	2025
Tried & True Inc	VA	\$223,579	Secretary	\$40,000	\$43,138	2023
Back Porch Thrift Shop	IL	\$222,371	Executive Director	\$32,067	\$35,212	2023
Forest & Found Ltd	IL	\$218,730	President	\$73,500	\$80,709	2023
Art Salvage	WA	\$217,122	Executive Dir.	\$33,553	\$32,590	2024
Bargain World Thrift Store	LA	\$216,578	Manager	\$28,083	\$34,539	2023
Symposia Community Bookstore	NJ	\$213,480	Manager	\$62,214	\$62,043	2023
Cause For Pawz Inc	NY	\$213,348	President	\$30,769	\$31,055	2023
The Rise (Resources In Support Of Empowerment) Concept	CA	\$212,913	Executive Director	\$28,500	\$26,699	2024
Princeton Nearly New Shop Corp	NJ	\$246,648	Trustee	\$68,464	\$68,275	2023
Capstone Ministries Inc	IN	\$247,501	Parish	\$28,634	\$32,759	2024
The Open Door Christian Center	SC	\$247,984	Executive Di	\$16,231	\$18,370	2024
Vintage La Conner	WA	\$208,912	Treasurer	\$6,000	\$5,828	2024
The Highland Thrift Shop Inc	MD	\$208,567	Manager	\$38,437	\$40,137	2023
Bull City Fair Trade	NC	\$255,049	Executive Director	\$55,089	\$61,754	2024
Wonderland Thrift Shop	NH	\$201,157	Store Manage	\$33,296	\$34,339	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heavens Treasure	SC	\$200,542	Business Manager	\$7,480	\$8,716	2023
Giving Tree Foundation	NC	\$199,954	Executive Director	\$42,319	\$48,840	2023
Volunteers Serving The Need	TX	\$261,528	Ceo	\$83,200	\$90,291	2024
Fort Lupton Food And Clothing Bank	CO	\$190,634	Exec Director	\$21,000	\$21,846	2024
Re Gen Er Ate	MI	\$190,260	Board Member	\$29,430	\$32,956	2024
Self Help Craft Of The World Inc	VA	\$185,945	Executive Director	\$30,700	\$33,108	2023
Castle Thrift Store & Health Food Inc	CA	\$275,610	President	\$41,284	\$38,675	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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	43 organizations. Compensation range \$1,029–\$97,440; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$229,440); for reference, expenses \$221,487 and assets \$65,819.
ROLE MATCH	Shelly Tadena, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	28 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	28 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 (Shelly Tadena) 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 43 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,846 is reasonable (approximately the 28th 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.