

Valley Meals On Wheels Inc

Executive Director / CEO

EIN 510168335

ID · NTEE K36Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Margo L Ericson, Executive Director / CEO** (\$43,561) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

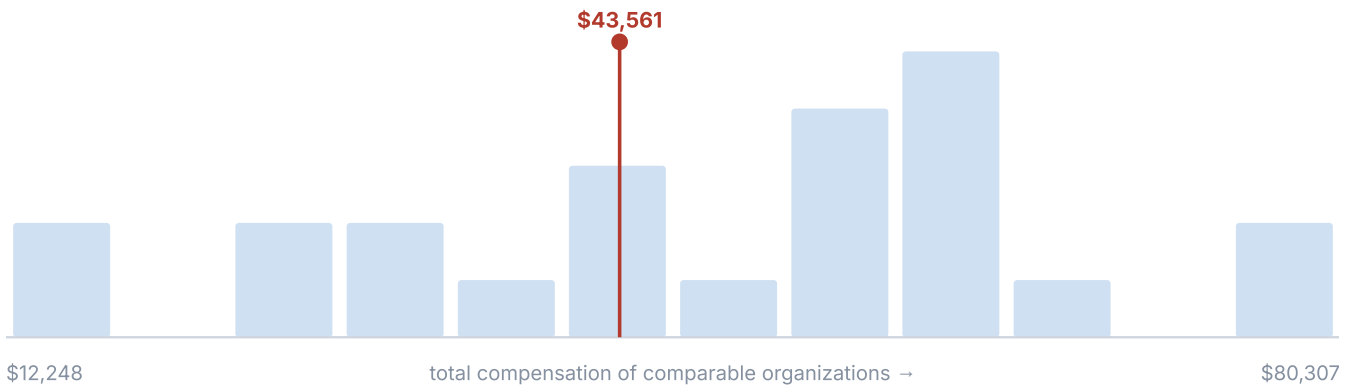
Benchmarked executive: Margo L Ericson — reported title "COORDINATOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (K36Z).
- BUDGET** Total revenue between \$233,952 and \$523,774 — 0.67x to 1.50x the subject's \$349,183 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (K36), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,832	\$35,580	\$53,904	\$61,413	\$65,822	\$43,561
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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 ID 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
Ferndale Senior Resource Agency	CA	\$346,396	Executive Direc	\$67,950	\$55,157	2024
Meals On Wheels The Crossroads	PA	\$341,965	Executive Di	\$66,692	\$62,519	2024
Senior Services Consortium	MN	\$338,738	Executive Director	\$83,916	\$80,249	2023
Chestnut Hill Meals On Wheels	PA	\$367,980	Executive Di	\$33,800	\$31,685	2024
Warm Blessings Inc	KY	\$380,013	Executive Di	\$60,109	\$62,499	2023
Lawrence Meals On Wheels Inc	KS	\$380,378	Executive Di	\$54,457	\$55,304	2024
Bloomington Meals On Wheels Inc	IN	\$314,735	Executive Dir.	\$42,662	\$43,541	2023
Meals Of Virginia Beach Inc	VA	\$385,915	Executive Di	\$50,900	\$46,199	2024
Cleveland Park Village Inc	DC	\$390,013	Executive Director	\$97,353	\$80,307	2024
Valley Meals And More	CO	\$392,440	Executive Director	\$65,270	\$60,571	2023
Meals-on-wheels Of White Plains Inc	NY	\$292,506	Executive Director	\$78,461	\$66,648	2024
Forged By Fire Services	LA	\$291,805	President	\$13,570	\$14,046	2024
Mobile Meals Foundation	OH	\$285,622	Secretary	\$11,949	\$12,248	2023
Meals On Wheels Of Evansville Inc	IN	\$274,945	Executive Director	\$27,715	\$27,475	2024
State College Area Meals On Wheels	PA	\$425,036	Executive Director	\$66,410	\$62,255	2024
Meals On Wheels Of Western Broome Inc	NY	\$436,624	Executive Director	\$59,100	\$50,202	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope Partners Of	CT	\$257,384	Executive Di	\$68,495	\$60,371	2024
Mechanicsburg Area Meals On Wheels	PA	\$256,422	Executive Di	\$31,555	\$29,581	2024
Pampa Meals On Wheels Inc	TX	\$250,156	Executive Di	\$30,225	\$29,261	2023
The Dalles Meals On Wheels Inc	OR	\$450,702	Manager And	\$61,748	\$53,904	2024
Centerburg Senior Services Inc	OH	\$246,902	Executive Di	\$39,648	\$39,475	2024
Medina Senior Center Inc	TX	\$472,426	Executive Director	\$45,213	\$42,515	2024
Ninilchik Senior Citizens Inc	AK	\$511,732	Executive Direc	\$59,066	\$54,652	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	23 organizations. Compensation range \$12,248–\$80,307; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$349,183); for reference, expenses \$309,027 and assets \$211,411.
ROLE MATCH	Margo L Ericson, reported title " <i>COORDINATOR</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.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	39 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	35 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 (Margo L Ericson) 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 23 similarly situated organizations (Same NTEE sector (K36), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,561 is reasonable (approximately the 39th 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.