

Foothills Food Pantry

Executive Director / CEO

EIN 561900063
 NC · NTEE P60Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Robin Hardin, Executive Director / CEO** (\$26,880) against **every comparable organization** that fit the selection criteria — **119** 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

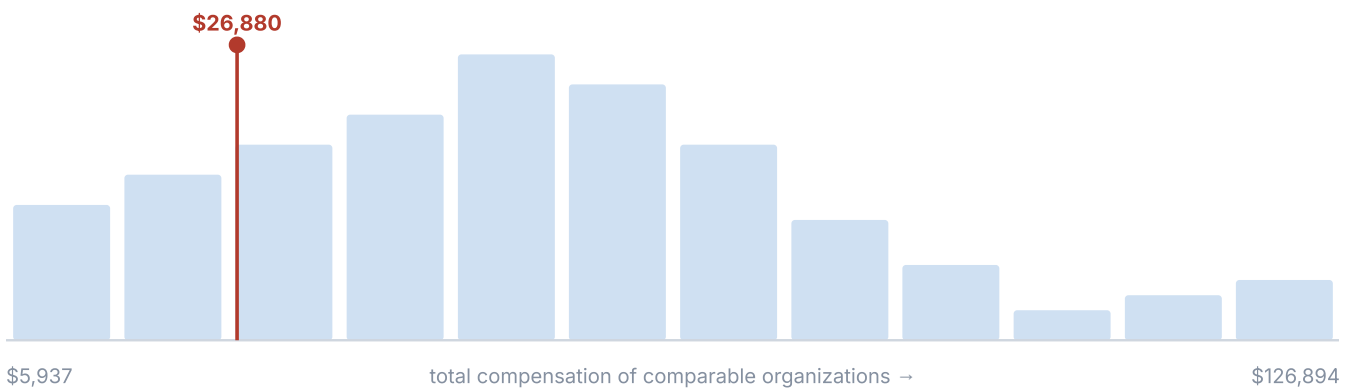
Benchmarked executive: Robin Hardin — reported title “COORDINATOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60Z).
BUDGET	Total revenue between \$295,894 and \$662,451 — 0.67x to 1.50x the subject's \$441,634 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

119 organizations qualified on sector, size, and geography → **119** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,148	\$31,218	\$52,194	\$73,168	\$88,010	\$26,880
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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
Peace House Community	MN	\$443,507	Director Non Voting	\$92,009	\$87,988	2024
Help Of Beaufort	SC	\$445,702	Executive Director	\$61,758	\$64,196	2023
Asa Cox Foundation	OH	\$445,932	Director	\$24,653	\$26,017	2023
Poverty Reduction Services	UT	\$446,091	Executive Director	\$111,038	\$109,986	2024
Common Garments Ministry Inc	KY	\$450,451	President	\$6,000	\$6,239	2024
Mississippi Coats 4 Kidz	MS	\$450,452	Executive Director	\$15,700	\$16,923	2024
Level Ground	MN	\$431,499	President	\$19,164	\$18,327	2024
Everyone Matters Ministries	CA	\$451,890	Executive Director	\$60,000	\$51,623	2023
Common Ground Free Store	OH	\$453,131	Executive Dir.	\$65,860	\$67,510	2024
Coopersville Cares	MI	\$453,398	Director	\$12,022	\$12,009	2024
Coldwater Ministries Inc	AL	\$425,750	Dir/vp/sec	\$46,500	\$50,054	2023
Burrito Brigade	OR	\$424,867	Executive Di	\$55,800	\$50,151	2024
Agape Pamoja Inc	MO	\$424,630	Board Member	\$20,000	\$20,501	2024
Literacy Volunteers Of Somerset County	NJ	\$458,723	Executive Director	\$88,250	\$74,291	2025
Good Neighbor Emergency Assistance Inc	IA	\$462,999	Executive Director	\$41,023	\$43,471	2024
Pdx Diaper Bank	OR	\$464,235	Executive Director	\$44,280	\$39,797	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Welcoming Home	CA	\$465,368	Treasurer	\$22,501	\$18,804	2024
Big Lake Community Food Shelf Inc	MN	\$416,847	Executive Director	\$43,371	\$41,476	2024
Union County Crisis Assistance	NC	\$415,024	Executive Di	\$62,292	\$62,292	2024
Fenton Center Of Hope	MI	\$470,277	Co-director	\$75,400	\$75,320	2024
Midland Baptist Crisis Center	TX	\$411,908	Executive Director	\$78,000	\$75,512	2024
Redemptorist Social Services Center Inc	MO	\$411,805	Executive Director	\$81,750	\$83,798	2024
The Michael E Thornton Foundation	TX	\$475,602	Vice President	\$77,000	\$74,544	2024
Family Promise Of Fulton	GA	\$475,665	Executive Director	\$87,736	\$85,377	2024
King Outreach Ministry Inc	NC	\$406,768	Executive Director	\$43,800	\$45,094	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 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 119 organizations. Compensation range \$5,937–\$126,894; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$441,634); for reference, expenses \$438,817 and assets \$277,051.

ROLE MATCH Robin Hardin, reported title "*COORDINATOR*", 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 3 peers 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	17 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	15 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 (Robin Hardin) 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 119 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,880 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.