

Village Project

Executive Director / CEO

This analysis benchmarks the total compensation of **Meredith Lavecchia, Executive Director / CEO** (\$58,195) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

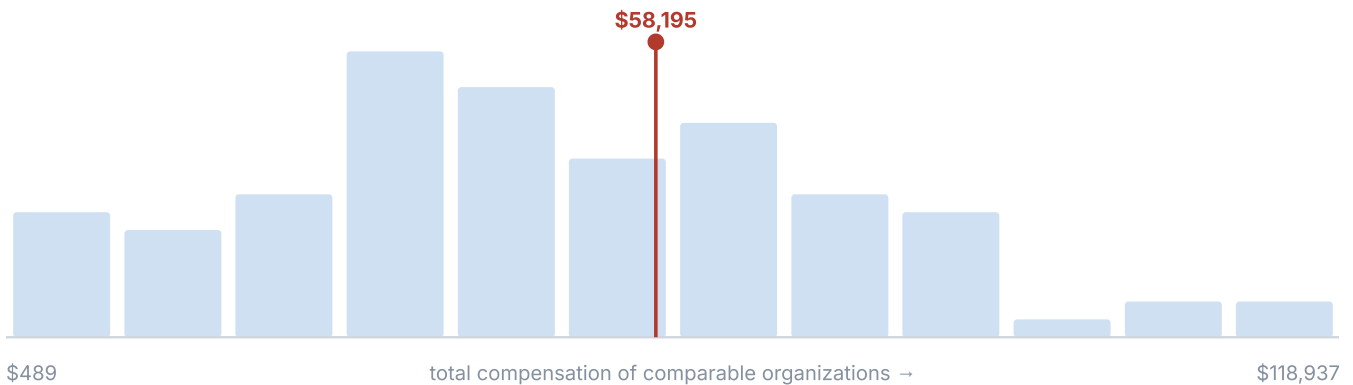
Benchmarked executive: Meredith Lavecchia — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$257,227 and \$575,883 — 0.67x to 1.50x the subject's \$383,922 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

93 organizations qualified on sector, size, and geography → **93** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,282	\$32,518	\$47,530	\$66,997	\$82,068	\$58,195
----------	----------	----------	----------	----------	----------

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 63RD
------	------	--------	------	------	-----------------



● 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 OH 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
Fundamental Needs	CO	\$383,569	Executive Director	\$37,170	\$34,645	2023
Mozell Sanders Foundation Inc	IN	\$388,022	Ceo Director	\$18,500	\$18,420	2024
Beef Bank Colorado Inc	CO	\$388,431	Secretary	\$65,000	\$58,846	2024
Smart Bellies	CO	\$402,377	Co-founder &	\$35,192	\$32,801	2023
Community Green Farms	KS	\$406,662	Executive Director	\$99,875	\$101,873	2024
Feeding Children International	MN	\$357,553	Secretary/tr	\$97,100	\$90,587	2024
Columbia Farmers Market Inc	MO	\$411,034	Executive Director	\$60,760	\$60,760	2024
Bigger Table	IL	\$411,341	Executive Director	\$47,917	\$44,477	2024
Morrison County Food Shelf	MN	\$412,464	Executive Director	\$30,188	\$28,163	2024
Purple Hearts Inc	TX	\$354,196	Director	\$40,504	\$39,383	2023
Farming 4 Hunger Inc	MD	\$353,474	President	\$75,000	\$66,202	2024
Amor Healing Kitchen Inc	SC	\$349,724	Executive Di	\$68,019	\$66,997	2024
La Clinica Del Pueblo	CO	\$349,370	Program Director	\$23,675	\$22,066	2023
Revive Ministries Inc	MI	\$349,278	Vice Chairperson	\$35,048	\$34,155	2024
Fork Over Love Inc	PA	\$418,981	Director/ceo	\$72,000	\$67,791	2024
Turnaround Resource Center Inc	KY	\$420,228	Executive Dir.	\$36,217	\$36,737	2024
Conroe Noon Lions Club Charities Inc	TX	\$346,702	Employee	\$51,658	\$47,530	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Human Agricultural Cooperative Inc	IN	\$421,173	President	\$1,000	\$1,026	2023
Nest Nourish Everyone Sustainably	IL	\$346,219	Executive Dir.	\$40,625	\$37,709	2024
Callaway Cares	MO	\$345,104	Ceo	\$38,000	\$38,000	2024
Provision Packs Inc	FL	\$343,114	Administrative Staff	\$60,000	\$53,217	2024
The Harbor Dish Inc	FL	\$425,017	Director	\$36,663	\$32,518	2024
Feed And Be Fed	CA	\$341,568	Executive Director Hnrf	\$13,750	\$12,015	2022
Northeast Florida Builders Association Charitable Foundation	FL	\$427,536	Executive Director	\$133,500	\$118,409	2024
Sts Francis And Alphonsus	MO	\$428,064	President	\$45,422	\$45,422	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 93 organizations. Compensation range \$489–\$118,937; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$383,922); for reference, expenses \$356,675 and assets \$471,493.

ROLE MATCH Meredith Lavecchia, reported title *"EXECUTIVE DIRECTOR"*, 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	63 rd
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	62 nd

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 (Meredith Lavecchia) 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 93 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,195 is reasonable (approximately the 63rd 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.