

This analysis benchmarks the total compensation of **Benjamin C Tyson End 1123, Executive Director / CEO** (\$54,533) against **every comparable organization** that fit the selection criteria — **100** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

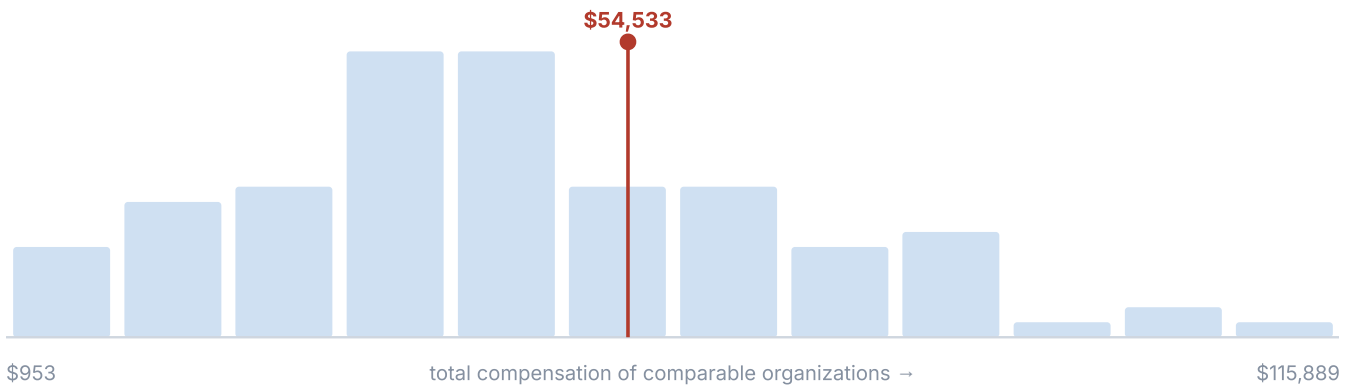
Benchmarked executive: Benjamin C Tyson End 1123 — reported title “FOUNDER/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

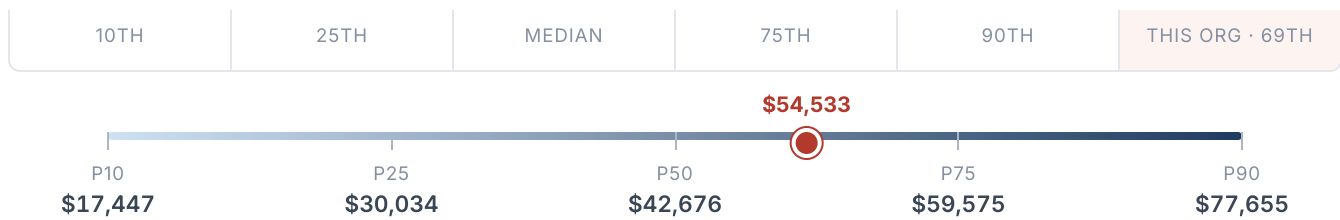
SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$197,573 and \$442,329 — 0.67x to 1.50x the subject's \$294,886 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

100 organizations qualified on sector, size, and geography → **100** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,447	\$30,034	\$42,676	\$59,575	\$77,655	\$54,533
----------	----------	----------	----------	----------	-----------------



■ 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 TN 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
Jewish Relief Agency Inc	NJ	\$294,035	Director	\$17,160	\$14,576	2023
Lunches For Learning Inc	GA	\$291,835	Executive Di	\$81,150	\$77,625	2023
360 Eats Inc	FL	\$291,472	Executive Dir.	\$42,827	\$38,275	2023
New Britain Roots Inc	CT	\$290,839	Executive Director	\$56,846	\$50,706	2023
All In One Community Center Inc	FL	\$290,282	Director	\$31,608	\$27,438	2024
Canyon Hope Ministries	TX	\$290,278	Executive Dir.	\$51,514	\$47,617	2024
Providence Northeast Washington	WA	\$287,548	Executive Director	\$54,221	\$46,183	2023
Feed New Mexico Kids Inc	NM	\$304,007	Executive Dir.	\$58,583	\$58,224	2024
Feed Our Streets	CA	\$283,219	Ceo	\$31,000	\$24,736	2024
Chef To The Shelters Inc	TX	\$306,867	Executive Director	\$87,662	\$83,423	2023
Feeding Charlotte Inc	NC	\$307,435	Executive Dir.	\$40,833	\$40,139	2023
Morning Star Fresh Food Ministry Inc	CA	\$307,791	President	\$33,000	\$27,109	2023
Hartford Food System Inc	CT	\$279,495	Executive Dir.	\$87,539	\$78,084	2023
Passion And Compassion Inc	MD	\$279,365	Executive Dir.	\$57,000	\$50,697	2023
Hey Govind Inc	TX	\$317,045	President	\$87,500	\$80,880	2024
Living Hope Farm Inc	PA	\$318,229	Head Farmer	\$40,000	\$36,860	2024
Mayors Feed The Hungry Program Inc	FL	\$321,204	Executive Director	\$60,000	\$53,623	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Backyard Blessings	AL	\$323,067	Executive Director	\$35,000	\$35,972	2023
Falls Area Community Services Inc	WI	\$323,101	Executive Director	\$73,192	\$70,634	2024
Neighborhood Meals On Wheels Inc	GA	\$325,274	Director	\$42,121	\$39,136	2024
Comeunity Cafe Oc	OH	\$325,898	General Manager	\$60,211	\$58,930	2024
Forever Fed Inc	GA	\$262,261	Director	\$3,005	\$2,792	2024
Healthy Foods For Healthy Kids Inc	DE	\$260,933	Executive Director	\$79,650	\$74,196	2023
Brookings Harbor Community Helpers	OR	\$329,518	Executive Di	\$70,680	\$60,652	2024
Outreach Program Of Brainerd Lakes	MN	\$258,610	Executive Di	\$70,000	\$65,803	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	100 organizations. Compensation range \$953–\$115,889; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$294,886); for reference, expenses \$393,934 and assets \$8,270.
ROLE MATCH	Benjamin C Tyson End 1123, reported title "FOUNDER/CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	69 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	69 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 (Benjamin C Tyson End 1123) 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 100 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,533 is reasonable (approximately the 69th 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.