

All Faiths Pantry

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Felicia Martinez, Executive Director / CEO** (\$30,870) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

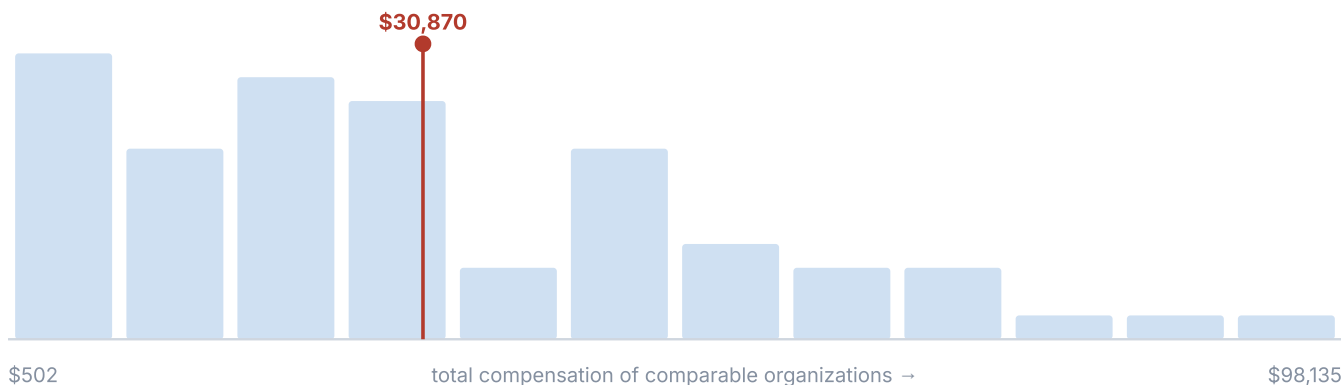
Benchmarked executive: Felicia Martinez — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K31).
BUDGET	Total revenue between \$185,787 and \$415,942 — 0.67x to 1.50x the subject's \$277,295 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,672	\$13,014	\$27,162	\$45,335	\$62,692	\$30,870
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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 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
Madras Community Food Pantry	OR	\$281,766	Executive Director	\$12,000	\$10,220	2024
Feeding Our Kids	IL	\$282,181	Executive Director	\$38,644	\$34,840	2024
Gardenshare Inc	NY	\$270,002	Executive Di	\$60,909	\$50,475	2024
Heart 2 Hand Bingham Food Pantry Inc	ID	\$285,788	Director	\$500	\$502	2023
Lacey Food Bank Inc	NJ	\$286,560	Trustee	\$10,400	\$8,516	2024
One Love Community Inc	NY	\$289,337	President	\$62,308	\$51,633	2024
Good Samaritan Meals Corp	FL	\$265,062	Vp-operations	\$5,541	\$4,774	2024
Circle You Help Center Inc	IN	\$263,817	Executive Di	\$34,154	\$32,179	2025
Food Bank Of Sweetwater County	WY	\$294,463	Executive Director	\$72,570	\$69,427	2025
4 Saints Episcopal Food Pantry	TX	\$255,392	Executive Dir.	\$7,500	\$6,880	2024
Crescent Food Bank	CA	\$301,356	Executive Dir.	\$75,000	\$61,146	2023
Mukwonago Food Pantry	WI	\$251,074	Exec. Director	\$58,667	\$57,848	2023
Sunrise Christian Food Ministry	CA	\$249,710	Board Member	\$34,300	\$27,162	2024
Columbia Falls Food Bank	MT	\$306,710	Co-manager	\$9,900	\$10,076	2023
Caldwell County Christian Foundation	TX	\$246,282	Exec. Irecttor	\$60,288	\$55,305	2024
Gleaners Dispatch Inc	FL	\$245,912	President	\$24,700	\$21,908	2023
Tricklebee Cafe Inc	WI	\$309,993	Executive Director	\$84,906	\$83,720	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Your Neighbor's House	TX	\$239,093	Executive Director	\$44,992	\$42,492	2023
Astoria Food Pantry Inc	NY	\$235,826	Board Member	\$3,000	\$2,559	2023
Table Of Grace Mobile Food Pantry	NE	\$318,822	President	\$28,600	\$28,209	2024
Living Stones	PA	\$233,220	Executive Di	\$51,000	\$46,641	2024
Cultivate Abundance Inc	FL	\$230,805	Executive Di	\$113,910	\$98,135	2024
Hunger Fighters Oregon	OR	\$229,556	Executive Director	\$90,428	\$77,012	2024
Northern Stokes Food Pantry Inc	NC	\$228,071	Board Member	\$3,750	\$3,553	2024
Harvest Food Pantry Inc	PA	\$327,173	Executive Di	\$60,015	\$54,885	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 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 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	65 organizations. Compensation range \$502–\$98,135; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$277,295); for reference, expenses \$286,508 and assets \$99,657.
ROLE MATCH	Felicia Martinez, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers 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	60 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	57 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 (Felicia Martinez) 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 65 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,870 is reasonable (approximately the 60th 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.