

Beckley Dream Center Inc

Executive Director / CEO

EIN 830386362

WV · NTEE K31

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shelby Warden, Executive Director / CEO** (\$12,699) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Shelby Warden — reported title “DIRECTOR”, 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 (K31).

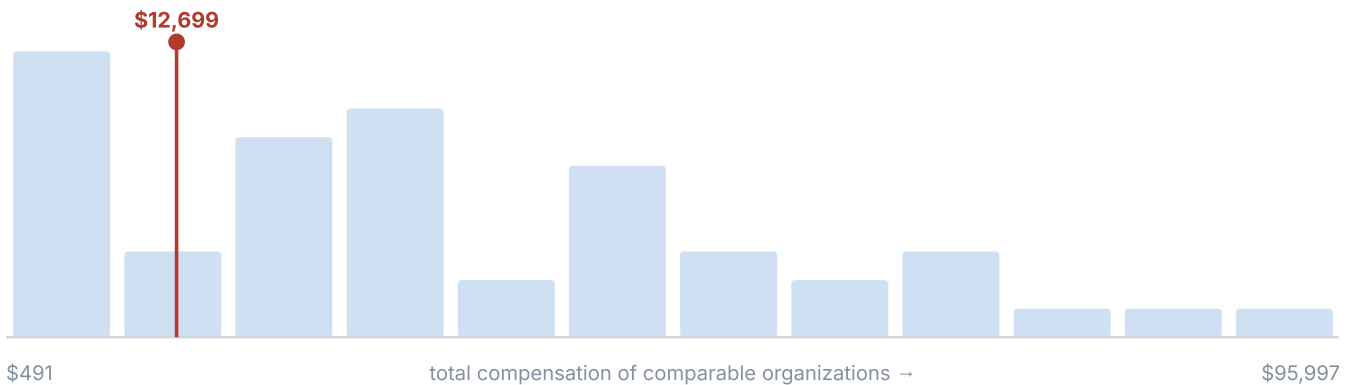
BUDGET Total revenue between \$139,171 and \$311,577 — 0.67x to 1.50x the subject's \$207,718 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography

→ **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,533	\$9,984	\$26,995	\$46,070	\$66,178	\$12,699
---------	---------	----------	----------	----------	----------



● 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 WV 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
Ignite Center	IL	\$207,665	President	\$20,685	\$18,782	2023
Loudon Food Pantry	NH	\$208,681	President	\$36,400	\$30,152	2024
East Texas Food Bank Foundation Inc	TX	\$209,157	Ceo Etfb	\$22,461	\$20,156	2024
Toppenish Community Chest	WA	\$209,879	Executive Di	\$34,501	\$26,995	2025
Sag Harbor Comm Food Pantry Inc	NY	\$212,978	Executive Di	\$8,597	\$6,969	2024
Red Truck Ministry	VA	\$201,024	Admin Assist	\$6,268	\$5,429	2024
Antigo Area Community Food Pantry	WI	\$197,844	Manager	\$41,860	\$40,376	2023
Bullhead Regional Food Bank Inc	AZ	\$218,487	Executive Dir.	\$4,615	\$3,982	2024
Our Daily Bread Soup Kitchen Foundation Inc	MA	\$196,516	Executive Director	\$57,700	\$46,514	2024
Nolensville Food Pantry Inc	TN	\$195,473	Executive Director	\$71,732	\$67,640	2024
Families Helping Families Ministries Inc	GA	\$221,403	President	\$28,650	\$25,842	2024
Jackson Community Food Pantry	MI	\$222,374	Executive Director/treasurer	\$31,600	\$29,259	2024
Families Feeding Hope Foundation	OK	\$223,322	Director	\$4,255	\$4,327	2023
Brooklyn Rescue Mission Urban Harvest Center Inc	NY	\$226,034	President	\$25,000	\$20,864	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Milly's Pantry Inc	NY	\$226,989	Executive Director	\$54,708	\$44,348	2024
Northern Stokes Food Pantry Inc	NC	\$228,071	Board Member	\$3,750	\$3,476	2024
Hunger Fighters Oregon	OR	\$229,556	Executive Director	\$90,428	\$75,334	2024
Cultivate Abundance Inc	FL	\$230,805	Executive Di	\$113,910	\$95,997	2024
Porch-durham	NC	\$183,371	Executive Director	\$70,344	\$65,204	2024
Athens Area Emergency Food Bank Inc	GA	\$182,787	Director	\$47,589	\$44,193	2023
Living Stones	PA	\$233,220	Executive Di	\$51,000	\$45,625	2024
Astoria Food Pantry Inc	NY	\$235,826	Board Member	\$3,000	\$2,504	2023
North Dearborn Pantry Inc	IN	\$179,282	Operations	\$22,258	\$21,056	2024
Your Neighbor's House	TX	\$239,093	Executive Director	\$44,992	\$41,567	2023
Gleaners Dispatch Inc	FL	\$245,912	President	\$24,700	\$21,431	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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 47 organizations. Compensation range \$491–\$95,997; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$207,718); for reference, expenses \$188,070 and assets \$299,080.

ROLE MATCH Shelby Warden, reported title "*DIRECTOR*", 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 2 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	28 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	28 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 (Shelby Warden) 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 47 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,699 is reasonable (approximately the 28th 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.