

Esteamed Coffee Inc

Executive Director / CEO

EIN 830993595

NC · NTEE P99

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Julie Walker, Executive Director / CEO** (\$71,800) against **every comparable organization** that fit the selection criteria — **192** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Julie Walker — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$334,275 and \$748,377 — 0.67x to 1.50x the subject's \$498,918 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

192 organizations qualified on sector, size, and geography → **192** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,911	\$40,322	\$64,362	\$83,654	\$112,489	\$71,800
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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
Essential Resource Consultants	NV	\$497,758	Director	\$24,000	\$23,282	2024
La Puerta Abierta Inc	PA	\$497,590	Executive Di	\$79,000	\$76,245	2024
Mindfulness Northwest	WA	\$500,549	Executive Dir.	\$94,848	\$82,184	2024
Tampa Connect Group Inc	FL	\$496,952	President	\$46,750	\$42,504	2024
Open T R A I L Inc	TX	\$494,585	Executive Director / Presi	\$33,107	\$32,998	2023
Partners In Hope Incorporated	OH	\$494,128	Executive Di	\$52,000	\$53,303	2024
Corner Cupboard Food Bank Inc	PA	\$491,750	Executive Di	\$59,690	\$57,609	2024
Greater Impact Inc	MT	\$491,290	Executive Dir.	\$64,940	\$69,749	2023
World Of God Inc	NC	\$490,966	Executive Dir.	\$72,000	\$72,000	2024
Csra Foundation Property Holdings Inc	GA	\$490,600	President/ceo	\$42,060	\$42,138	2023
Backyard Orphans	TX	\$509,175	President/founder	\$141,801	\$137,279	2024
Wasat Community	WA	\$510,686	Executive Director	\$85,369	\$73,971	2024
Benefits Management Inc	NC	\$485,974	Director	\$96,715	\$99,572	2023
Sleepyhead Beds	MO	\$512,628	Executive Director	\$65,413	\$67,052	2024
The Wisdom Dojo Inc	DE	\$484,046	Executive Di	\$67,250	\$63,728	2024
Faith In Action Interfaith Volunteer Caregivers Of Solano County	CA	\$516,263	Executive Director	\$92,466	\$79,556	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pennsylvania Head Start Association	PA	\$480,077	Executive Di	\$97,728	\$94,320	2024
Order Our Steps	CA	\$479,696	Owner	\$80,000	\$68,831	2023
The River Center Family & Community	NH	\$479,096	Executive Director	\$59,710	\$53,359	2024
Dedham Visionary Access Corporation	MA	\$520,165	Executive Di	\$134,332	\$120,278	2023
City Lights Ministry	NC	\$476,444	President	\$39,520	\$40,687	2023
Lend A Hand Foundation	CA	\$473,847	Executive Dir.	\$62,330	\$52,089	2024
John Hobson Ministries Inc	KY	\$473,480	President	\$88,200	\$91,709	2024
Homeless Angels	MI	\$472,709	Director	\$22,432	\$22,408	2024
Hope Diamond Services Inc	GA	\$472,606	Director	\$15,060	\$15,088	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	192 organizations. Compensation range \$732–\$534,934; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$498,918); for reference, expenses \$404,356 and assets \$480,177.
ROLE MATCH	Julie Walker, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 peers 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	61 st
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	63 rd
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 (Julie Walker) 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 10, 2026, comparing compensation against 192 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,800 is reasonable (approximately the 61st 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 10, 2026.