

Schoharie Economic

Executive Director / CEO

EIN 833511645

NY · NTEE K50

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Julie Pacatte, Executive Director / CEO** (\$107,434) against **every comparable organization** that fit the selection criteria — **436** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K50).
BUDGET	Total revenue between \$332,703 and \$744,859 — 0.67x to 1.50x the subject's \$496,573 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

436 organizations qualified on sector, size, and geography → **436** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,524	\$36,511	\$60,015	\$84,486	\$112,028	\$107,434
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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 NY 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
The Peanut Institute Foundation Inc	GA	\$496,841	President	\$44,286	\$47,864	2024
Ifma Educational Foundation	IL	\$498,756	President & Ceo	\$103,653	\$109,535	2024
For The Kids Org	UT	\$493,737	Executive Di	\$24,750	\$27,228	2024
Middlebury Food Pantry	IN	\$499,461	Executive Director	\$62,308	\$70,629	2024
Comidas Consulting Services	TX	\$499,547	Executive Di	\$52,199	\$56,126	2024
Parkland Cares Food Pantry	PA	\$500,525	Executive Di	\$37,500	\$40,197	2024
Tri-valley Conservancy	CA	\$500,858	Executive Director (Left November 2023)	\$147,125	\$140,592	2023
100 Billion Meals Challenge Fund	WA	\$500,952	President	\$43,134	\$41,510	2024
Nc Ag Partnership Inc	NC	\$501,265	Chairman	\$60,000	\$68,608	2023
Blue Watermelon Project Inc	AZ	\$501,316	Executive Director Since 6-2024	\$3,365	\$3,478	2024
Edible Education Experience	FL	\$491,116	Co-executive Director	\$84,900	\$85,731	2024
Housing Works Food Services Inc	NY	\$489,670	President & Ceo	\$16,962	\$16,962	2023
Hoosiers Feeding The Hungry Inc	IN	\$503,488	Former Exec	\$43,365	\$49,156	2024
Feed Iowa First	IA	\$504,265	Executive Director	\$62,192	\$75,359	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Elmore County Food Pantry Inc	AL	\$488,214	Director/manager	\$31,200	\$37,301	2023
Gulf Shellfish Institute Inc	FL	\$504,950	Executive Director	\$85,000	\$85,832	2024
Seton Harvest Inc	IN	\$487,836	Executive Director (Thru 2/24)	\$32,379	\$36,703	2024
Summit Community Gardens And Eats	UT	\$505,404	Executive Di	\$87,159	\$95,886	2024
Syv Fruit & Vegetable Rescue	CA	\$505,749	Executive Director	\$88,084	\$81,758	2024
Gap Ministries Of Augusta Inc	GA	\$486,802	Executive Director	\$58,000	\$62,686	2024
Anso Child Development	IL	\$506,693	Secretary	\$58,522	\$61,843	2024
Warehouses4good	TX	\$507,893	Executive Dir.	\$53,084	\$57,078	2024
The Bread Of Life Inc	NC	\$508,582	Exective Director	\$26,961	\$29,944	2024
International Society Of Behavioral	NE	\$509,374	Executive Director	\$46,983	\$54,318	2024
Manna Of Life Ministries	NY	\$510,178	President & Founder	\$7,692	\$7,692	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **436** organizations. Compensation range \$13–\$498,175; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$496,573); for reference, expenses \$424,860 and assets \$1,266,957.
ROLE MATCH	Julie Pacatte, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	88 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	84 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 Pacatte) 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 13, 2026, comparing compensation against 436 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$107,434 is reasonable (approximately the 88th 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 13, 2026.