

Pueblo Community Soup Kitchen

Executive Director / CEO

EIN 841002441

CO · NTEE P20Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Helen Benavidez, Executive Director / CEO** (\$39,439) against **every comparable organization** that fit the selection criteria — **248** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Helen Benavidez — 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 (P20Z).

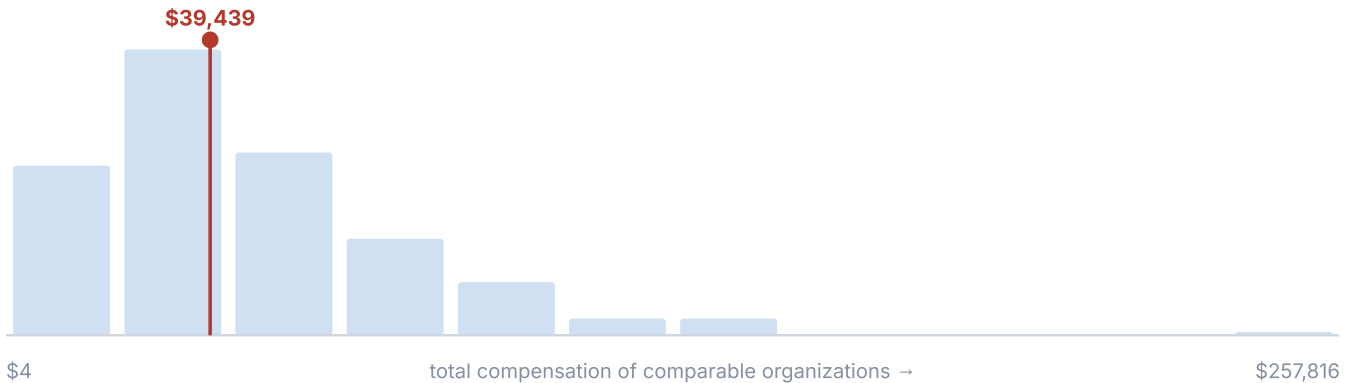
BUDGET Total revenue between \$83,053 and \$185,941 — 0.67x to 1.50x the subject's \$123,961 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

248 organizations qualified on sector, size, and geography

→ **248** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,807

\$23,305

\$38,406

\$62,176

\$87,849

\$39,439



■ 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 CO 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
Lifebridge Of South Carolina	SC	\$123,842	Prior Direct	\$41,423	\$43,775	2024
Iredell Statesville Community Enrichment Corp Inc	NC	\$124,124	Ceo	\$21,875	\$23,572	2023
Medina County Food Pantry	TX	\$123,585	Manager	\$21,488	\$22,416	2023
Miracle Church Of Christ Incorporated	NY	\$124,397	Asiamah	\$7,500	\$6,865	2024
Project Help Of Steuben Co	IN	\$124,664	Executive Di	\$66,000	\$70,503	2024
Capernaum Inc	TX	\$124,878	President	\$96,031	\$100,180	2023
Children Of Haiti And Refugee Projects	FL	\$122,820	Chairperson	\$270,928	\$257,816	2024
Girlie Girls Mentoring Program	LA	\$125,237	Executive Director	\$50,000	\$55,771	2024
One Colorado	CO	\$125,298	Executive Di	\$8,849	\$8,595	2024
Exponential Destiny	WY	\$125,828	Director	\$8,750	\$9,491	2024
Ventura County Central Service Office Inc	CA	\$126,080	Office Manager	\$68,007	\$63,753	2022
Lutheran Community Services Creative	MA	\$121,716	President / Director	\$24,869	\$22,638	2024
Gapp Services Inc	MN	\$126,377	President	\$59,500	\$59,555	2024
A New Tomorrow	PA	\$120,607	Ceo	\$8,312	\$8,397	2024
Hands Of Action International	GA	\$120,381	Vice Chair And Founder	\$28,850	\$30,252	2023
The Pat Green Foundation	TX	\$127,906	Executive Director	\$67,650	\$70,573	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Spring Research Innovation Network Group	CA	\$127,975	Executive Director	\$23,868	\$21,494	2023
Careyes Foundation	CA	\$128,003	Director	\$16,000	\$14,409	2023
Communities Of Excellence 2026 Inc	CA	\$119,868	President An	\$38,250	\$33,457	2024
Pedal 4 Peace Usa	PA	\$119,704	President And Ceo	\$17,242	\$17,932	2023
Sheltering Grace Ministry Ltd	GA	\$119,327	President/ex	\$20,629	\$21,011	2024
Unitarian Universalist Action New Hampshire	NH	\$128,665	Executive Director	\$18,500	\$16,858	2025
Vetcares Inc	CA	\$128,729	Ceo	\$130	\$113	2024
Social Science Observatory	CA	\$119,170	President	\$89,100	\$80,237	2023
Texas Association Of Soccer Coaches	TX	\$119,065	Chief Operat	\$18,125	\$18,366	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 248 organizations. Compensation range \$4–\$257,816; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$123,961); for reference, expenses \$197,744 and assets \$546,435. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Helen Benavidez, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	51 st
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	44 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 (Helen Benavidez) 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 248 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,439 is reasonable (approximately the 51st 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.