

Empower Boone Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Brenda Valadez, Executive Director / CEO** (\$18,904) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

Benchmarked executive: Brenda Valadez — reported title “Director of Operations”, 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 \$47,913 and \$107,268 — 0.67x to 1.50x the subject's \$71,512 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography

→ **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,199	\$5,880	\$23,938	\$39,651	\$72,614	\$18,904
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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 IL 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
Agribusiness Freedom Foundation	CO	\$70,856	Exec Vp	\$27,500	\$26,130	2025
Alliance Of Crop Soil And Environmental	WI	\$72,475	Ceo	\$383,931	\$407,849	2024
The International Society For Plant	MN	\$73,214	Business Manager	\$10,500	\$10,553	2024
God's Homeless Haven Inc	MS	\$74,037	Executive Di	\$35,000	\$39,651	2024
Gods Pantry	TX	\$68,907	Executive Dir	\$74,000	\$77,518	2023
Maxcen Harmers Corporation Mississippi Branch Inc	MS	\$68,679	Ceo	\$5,190	\$5,880	2024
Maxcen Farmers Corporation Oklahoma Branch Inc	OK	\$74,810	Ceo	\$5,190	\$5,813	2024
Mt Washington Valley Independent	NH	\$75,012	Director	\$4,000	\$3,757	2024
Ict Food Rescue Inc	KS	\$75,098	Executive Director	\$53,920	\$59,252	2024
Maxcen Housing Society Inc Michigan Branch	MI	\$76,151	Ceo	\$5,188	\$5,447	2024
Iowa Farm Bureau Federation	IA	\$76,443	President	\$48	\$53	2024
The Nutrition Coalition	NY	\$65,932	Chairperson	\$65,000	\$59,744	2024
The 14 Foundation Inc	OK	\$64,562	V Pres	\$31,200	\$35,978	2023
Lifescape Community Services Foundation	IL	\$78,760	Executive Director	\$34,484	\$34,484	2024
Rocky Mountain Seed Alliance Inc	NM	\$79,010	Co-chair	\$1,900	\$2,079	2024
Oakmont Village Saddle Mountain Water Supply Corporation	TX	\$79,311	Secretary	\$12,600	\$12,820	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Society Of St Vincent De Paul Community Outreach Of North Texas	TX	\$63,500	Board Member	\$13,006	\$13,233	2024
Champlain Islands Food Shel	VT	\$62,938	Market Manager	\$24,000	\$23,938	2025
Freedom Center	MI	\$80,098	President	\$86,900	\$91,236	2024
Christian Approach To Urban Suburban	NJ	\$61,335	Executive Dir.	\$31,000	\$28,985	2023
Wright City Community Food Pantry	MO	\$60,391	Executive Director	\$6,000	\$6,464	2024
Care And Share Foundation	CO	\$82,642	Trustee/ Ex Officio Ceo	\$12,540	\$12,231	2024
Maxcen Farmers Corporation Inc	FL	\$83,123	Ceo	\$5,190	\$4,959	2024
Eldon Community Food Pantry	MO	\$59,503	Treasurer	\$4,800	\$5,324	2023
Feed God's Hungry Children Inc	AZ	\$59,432	President	\$4,593	\$4,493	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	57 organizations. Compensation range \$53–\$407,849; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$71,512); for reference, expenses \$111,821 and assets \$331,220. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Brenda Valadez, reported title " <i>Director of Operations</i> ", 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	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	47 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	37 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 (Brenda Valadez) 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 57 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,904 is reasonable (approximately the 47th 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.