

Northern Colorado Foodshed Project

Executive Director / CEO

EIN 843200765

CO · NTEE K01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carli Donoghue, Executive Director / CEO** (\$41,947) against **every comparable organization** that fit the selection criteria — **322** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

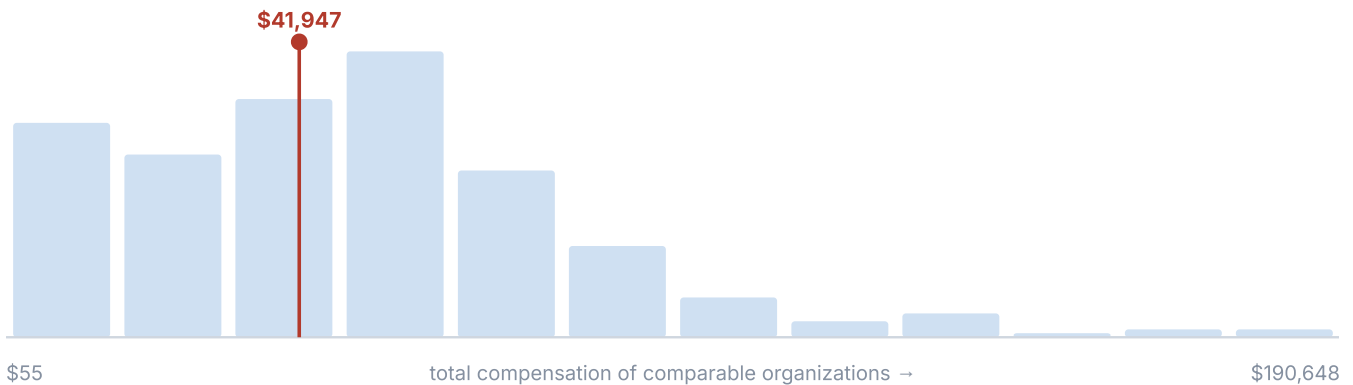
Benchmarked executive: Carli Donoghue — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

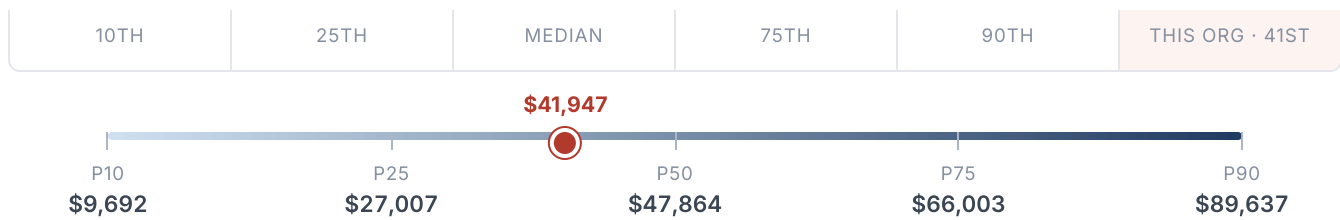
SECTOR	Organizations sharing the subject's NTEE classification (K01).
BUDGET	Total revenue between \$155,873 and \$348,970 — 0.67x to 1.50x the subject's \$232,647 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

322 organizations qualified on sector, size, and geography → **322** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,692	\$27,007	\$47,864	\$66,003	\$89,637	\$41,947
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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 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
Sfmv Inc	FL	\$232,360	Market Manager	\$44,136	\$50,053	2021
Michigan Ag Council Inc	MI	\$232,961	Excutive Director	\$29,311	\$31,551	2024
Seven Loaves Soup Kitchen Inc	PA	\$233,043	Mission Coordinator	\$12,000	\$12,480	2024
Living Stones	PA	\$233,220	Executive Di	\$51,000	\$53,040	2024
Marys Kitchen	CA	\$233,459	Chairperson	\$68,000	\$63,045	2023
Northwest Mutual Aid Collective Inc	PA	\$233,724	Executive Director	\$70,901	\$75,915	2023
Cultivate Abundance Inc	FL	\$230,805	Executive Di	\$113,910	\$111,599	2024
Oregon Ag Fest Inc	OR	\$234,516	Executive Di	\$48,000	\$47,860	2023
Save Family Farming	WA	\$229,935	Executive Director (Starting May 2024)	\$86,548	\$80,810	2024
Fundacion Yo Puedo Inc	PR	\$235,670	President	\$2,395	\$2,395	2024
Hunger Fighters Oregon	OR	\$229,556	Executive Director	\$90,428	\$87,578	2024
Astoria Food Pantry Inc	NY	\$235,826	Board Member	\$3,000	\$2,911	2023
Utopian Seed Project Inc	NC	\$235,852	Executive Director	\$69,639	\$77,258	2023
5loaves2fishnmi	MI	\$235,864	Secretary	\$15,000	\$16,146	2024
Stone Soup	UT	\$228,935	Executive Di	\$2,500	\$2,668	2024
Regenerative Farms Inc	MA	\$228,828	President	\$80,443	\$75,387	2024
Third Avenue Charitable Organization	CA	\$228,482	Executive Director	\$37,900	\$34,130	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Paicines Ranch Learning Center	CA	\$228,466	Director/board	\$82,725	\$76,697	2023
Musically Fed	AZ	\$236,845	Executive Director - Founder	\$84,500	\$84,751	2024
Meals On Wheels Of Greater Newburgh Inc	NY	\$228,415	Director (Retired)	\$19,670	\$18,537	2024
Dig In Yancey Community Garden	NC	\$236,988	Executive Director	\$44,972	\$48,461	2024
Sustainability And Community Health Initiative	CA	\$228,120	Treasurer And Ceo	\$33,289	\$30,863	2023
Northern Stokes Food Pantry Inc	NC	\$228,071	Board Member	\$3,750	\$4,041	2024
Mothers For Mothers Postpartum Justice Project	CA	\$227,724	President	\$24,000	\$21,613	2024
Shelbyville Community Soup Kitchen	TN	\$237,980	Employee	\$41,100	\$45,054	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 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 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	322 organizations. Compensation range \$55–\$190,648; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$232,647); for reference, expenses \$152,230 and assets \$85,259.
ROLE MATCH	Carli Donoghue, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	41 st
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	39 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 (Carli Donoghue) 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 322 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,947 is reasonable (approximately the 41st 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.