

Feeding Charlotte Inc

Executive Director / CEO

EIN 843548764

NC · NTEE K30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rich Armenia, Executive Director / CEO** (\$40,833) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

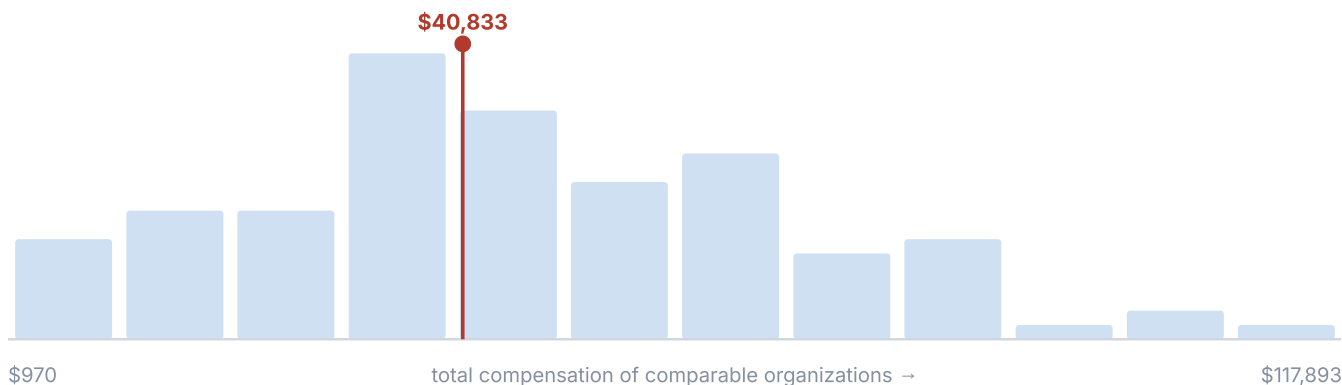
Benchmarked executive: Rich Armenia — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$205,981 and \$461,152 — 0.67x to 1.50x the subject's \$307,435 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

102 organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,152	\$31,288	\$43,983	\$60,933	\$78,711	\$40,833
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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
Morning Star Fresh Food Ministry Inc	CA	\$307,791	President	\$33,000	\$27,578	2023
Chef To The Shelters Inc	TX	\$306,867	Executive Director	\$87,662	\$84,866	2023
Feed New Mexico Kids Inc	NM	\$304,007	Executive Dir.	\$58,583	\$59,231	2024
Hey Govind Inc	TX	\$317,045	President	\$87,500	\$82,279	2024
Living Hope Farm Inc	PA	\$318,229	Head Farmer	\$40,000	\$37,497	2024
Patchwork	TN	\$294,886	Founder/ceo	\$54,533	\$55,476	2023
Jewish Relief Agency Inc	NJ	\$294,035	Director	\$17,160	\$14,828	2023
Mayors Feed The Hungry Program Inc	FL	\$321,204	Executive Director	\$60,000	\$54,551	2023
Lunches For Learning Inc	GA	\$291,835	Executive Di	\$81,150	\$78,968	2023
Backyard Blessings	AL	\$323,067	Executive Director	\$35,000	\$36,594	2023
Falls Area Community Services Inc	WI	\$323,101	Executive Director	\$73,192	\$71,856	2024
360 Eats Inc	FL	\$291,472	Executive Dir.	\$42,827	\$38,937	2023
New Britain Roots Inc	CT	\$290,839	Executive Director	\$56,846	\$51,583	2023
All In One Community Center Inc	FL	\$290,282	Director	\$31,608	\$27,913	2024
Canyon Hope Ministries	TX	\$290,278	Executive Dir.	\$51,514	\$48,440	2024
Neighborhood Meals On Wheels Inc	GA	\$325,274	Director	\$42,121	\$39,813	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Comeunity Cafe Oc	OH	\$325,898	General Manager	\$60,211	\$59,949	2024
Providence Northeast Washington	WA	\$287,548	Executive Director	\$54,221	\$46,982	2023
Brookings Harbor Community Helpers	OR	\$329,518	Executive Di	\$70,680	\$61,702	2024
Feed Our Streets	CA	\$283,219	Ceo	\$31,000	\$25,164	2024
Tc Food Justice	MN	\$332,189	Executive Di	\$35,315	\$32,803	2024
Ampleharvestorg Inc	NJ	\$333,454	Exec Dir & P	\$84,700	\$73,189	2023
Matthews Ministry Inc	NC	\$335,206	President	\$42,000	\$40,795	2024
Hartford Food System Inc	CT	\$279,495	Executive Dir.	\$87,539	\$79,435	2023
Passion And Compassion Inc	MD	\$279,365	Executive Dir.	\$57,000	\$51,574	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 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 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	102 organizations. Compensation range \$970–\$117,893; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$307,435); for reference, expenses \$278,285 and assets \$146,721.
ROLE MATCH	Rich Armenia, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	46 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	46 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 (Rich Armenia) 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 102 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,833 is reasonable (approximately the 46th 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.