

Bethel Community Storehouse

Executive Director / CEO

EIN 850387679
 NM · NTEE P20Z
 FY ending 2024-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Linda Smith, Executive Director / CEO** (\$51,067) against **every comparable organization** that fit the selection criteria — **1045** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

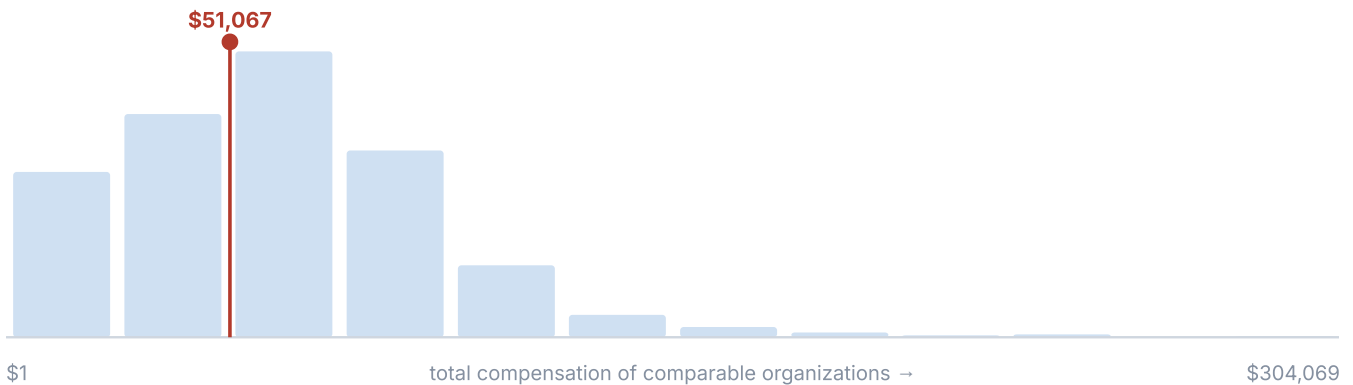
Benchmarked executive: Linda Smith — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20Z).
BUDGET	Total revenue between \$316,940 and \$709,569 — 0.67x to 1.50x the subject's \$473,046 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,045 organizations qualified on sector, size, and geography → **1,045** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,924	\$35,451	\$59,815	\$80,860	\$104,738	\$51,067
----------	----------	----------	----------	-----------	----------



● 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 NM 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 Lead Program	OH	\$473,249	Executive Dir.	\$65,000	\$65,899	2023
Neurotalent Works Inc	CA	\$473,288	Executive Director	\$109,341	\$90,377	2023
White Men For Racial Justice Inc	AL	\$473,500	Director	\$101,250	\$101,700	2024
Rph-west Inc	NY	\$472,359	Executive Director (Through 2/23)	\$1,950	\$1,687	2023
Recovery Coalition Inc	IN	\$472,289	Staff	\$19,065	\$18,693	2024
Moving Medicine Forward Inc	FL	\$471,776	Director	\$115,000	\$103,411	2023
Project Lead Inc	NY	\$474,569	Executive Di	\$70,350	\$60,850	2023
Institute For Asian Pacific American	DC	\$474,636	Executive Director	\$1,972	\$1,609	2024
Laborlab	MT	\$474,649	Executive Director	\$103,360	\$103,589	2024
Cambridge Artificial Intelligencer Inc	MA	\$475,001	President Treasurer Clerk Director	\$50,000	\$41,774	2024
Greater North Shore Link Inc	MA	\$471,011	Clerk	\$22,240	\$19,130	2023
L&b Community Development Corp	AL	\$475,408	Director	\$63,000	\$63,280	2024
Tri-county Family Justice Center	NM	\$470,676	Executive Di	\$101,340	\$101,340	2024
Bienvenu Counseling Services Inc	LA	\$470,351	President	\$110,153	\$116,104	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Empoweru Specialty Fitness Inc	PA	\$470,330	President	\$48,000	\$44,505	2024
Humanitri	MO	\$475,843	Executive Director	\$99,234	\$97,721	2024
Chinuch Guidance And Support Inc	NY	\$475,884	Director	\$31,200	\$26,987	2023
The Teachers Desk Inc	NY	\$475,973	Presidentexecutive Director	\$37,830	\$32,721	2023
Grow Further Club	WA	\$469,921	Chief Of Sta	\$120,754	\$103,486	2023
Hcu Network America	IL	\$476,261	Executive Officer/secretar	\$72,000	\$65,812	2024
Fam Intentional Community	TX	\$469,664	Executive Director	\$51,914	\$48,282	2024
Global Outreach Foundation	CO	\$469,621	President	\$30,001	\$26,746	2024
Second Harvest Community Services Of Nwo	OH	\$469,133	President & Ceo	\$308,778	\$304,069	2024
Agape Community Development Center	MS	\$477,078	Executive Director	\$70,609	\$73,116	2024
International Catholic Legislators Network- Western Hemisphere	VA	\$477,100	Vice Presidentcfo	\$3,480	\$3,043	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	1045 organizations. Compensation range \$1–\$304,069; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$473,046); for reference, expenses \$495,715 and assets \$698,830.
ROLE MATCH	Linda Smith, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	54 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	40 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	42 nd
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 (Linda Smith) 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 1045 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,067 is reasonable (approximately the 40th 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.