

Why Not Ministries

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Brian Griffith, Executive Director / CEO** (\$10,271) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

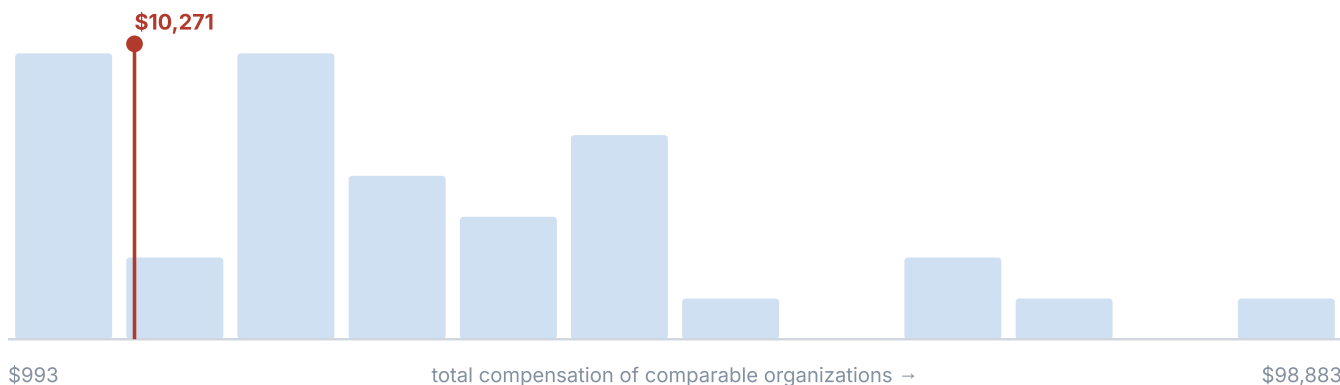
Benchmarked executive: Brian Griffith — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K31).
BUDGET	Total revenue between \$106,993 and \$239,538 — 0.67x to 1.50x the subject's \$159,692 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,173	\$13,081	\$26,619	\$45,522	\$64,435	\$10,271
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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 TN 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
Richmond Food Shelf And Thrift Store Inc	VT	\$154,160	Executive Director	\$42,482	\$39,512	2024
Bloomer Area Food Pantry Inc	WI	\$166,536	Director	\$20,920	\$20,189	2024
The Lords Cupboard Community Pantry	IA	\$169,482	Executive Di	\$22,193	\$22,454	2024
Junction City Local Aid	OR	\$147,846	Pantry Coordinator	\$28,444	\$25,130	2023
North Dearborn Pantry Inc	IN	\$179,282	Operations	\$22,258	\$21,689	2024
Athens Area Emergency Food Bank Inc	GA	\$182,787	Director	\$47,589	\$45,522	2023
Porch-durham	NC	\$183,371	Executive Director	\$70,344	\$67,164	2024
Red Door Food Pantry Inc	GA	\$135,932	Executive Dir.	\$38,686	\$35,944	2024
His Supper Table	WA	\$134,887	Trustee	\$1,200	\$993	2024
Etowah Community Food Bank Inc	AL	\$128,996	Executive Di	\$10,400	\$10,689	2023
Nolensville Food Pantry Inc	TN	\$195,473	Executive Director	\$71,732	\$69,674	2024
Our Daily Bread Soup Kitchen Foundation Inc	MA	\$196,516	Executive Director	\$57,700	\$47,913	2024
Antigo Area Community Food Pantry	WI	\$197,844	Manager	\$41,860	\$41,590	2023
Red Truck Ministry	VA	\$201,024	Admin Assist	\$6,268	\$5,592	2024
Grace Community Food Pantry	PA	\$113,155	Executive Di	\$59,614	\$53,518	2025
Ignite Center	IL	\$207,665	President	\$20,685	\$19,346	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beckley Dream Center Inc	WV	\$207,718	Director	\$12,699	\$13,081	2023
Loudon Food Pantry	NH	\$208,681	President	\$36,400	\$31,058	2024
East Texas Food Bank Foundation Inc	TX	\$209,157	Ceo Etfb	\$22,461	\$20,762	2024
Toppenish Community Chest	WA	\$209,879	Executive Di	\$34,501	\$27,807	2025
Sag Harbor Comm Food Pantry Inc	NY	\$212,978	Executive Di	\$8,597	\$7,178	2024
Bullhead Regional Food Bank Inc	AZ	\$218,487	Executive Dir.	\$4,615	\$4,102	2024
Families Helping Families Ministries Inc	GA	\$221,403	President	\$28,650	\$26,619	2024
Jackson Community Food Pantry	MI	\$222,374	Executive Director/treasurer	\$31,600	\$30,139	2024
Families Feeding Hope Foundation	OK	\$223,322	Director	\$4,255	\$4,457	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	33 organizations. Compensation range \$993–\$98,883; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$159,692); for reference, expenses \$159,825 and assets \$12,220.
ROLE MATCH	Brian Griffith, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	21 st

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 (Brian Griffith) 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 33 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,271 is reasonable (approximately the 21st 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.