

Chefs For Impact Inc

Executive Director / CEO

EIN 851963684
 NY · NTEE K40
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Theodora Fontas, Executive Director / CEO** (\$65,993) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

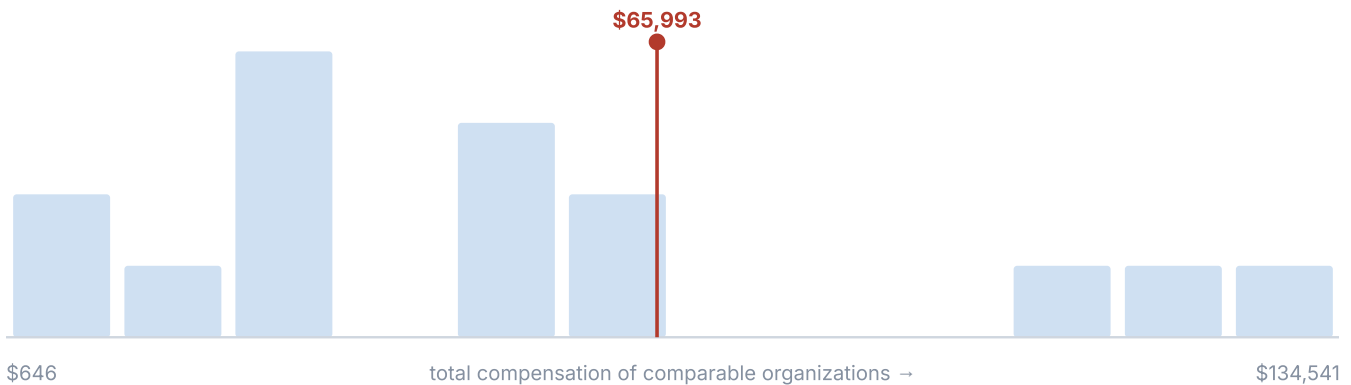
Benchmarked executive: Theodora Fontas — reported title “MANAGING DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K40).
BUDGET	Total revenue between \$167,299 and \$374,550 — 0.67x to 1.50x the subject's \$249,700 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K40), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,261	\$28,193	\$52,843	\$65,308	\$115,584	\$65,993
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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 NY 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
Table For Two Usa	NY	\$240,702	President	\$54,000	\$54,000	2023
American Nutrition Care	TX	\$262,184	Manager	\$30,842	\$33,162	2024
The Body Positive	CA	\$269,542	Executive Direc	\$129,918	\$120,587	2024
Sustainability And Community Health Initiative	CA	\$228,120	Treasurer And Ceo	\$33,289	\$31,811	2023
Advent Hope Ventures Inc	NY	\$226,145	President	\$30,000	\$30,000	2023
Project Milk Mission	OH	\$274,762	President	\$92,209	\$108,079	2023
Midwest Food Connection	MN	\$219,385	President/treasurer	\$4,000	\$4,139	2025
Peoria Grown	IL	\$217,889	Dietician	\$13,276	\$14,444	2023
St Johnsbury Nutritional Center Inc	VT	\$204,693	Director	\$48,842	\$52,843	2024
Orchard Community Learning Service	AZ	\$201,308	Ceo	\$25,524	\$26,386	2024
Healthy Adventures Foundation	CA	\$300,032	Ceo	\$55,402	\$52,942	2023
Maine Dairy And Nutrition Council	ME	\$197,236	Tresurer	\$600	\$646	2024
River Valley Charities Inc	WI	\$193,015	Executive Di	\$56,496	\$63,422	2024
Partnership For Food Safety Education Inc	OH	\$344,522	Executive Director	\$118,175	\$134,541	2024
Community Food Connections Inc	AZ	\$350,794	Executive Director	\$65,000	\$67,194	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	15 organizations. Compensation range \$646–\$134,541; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$249,700); for reference, expenses \$260,267 and assets \$18,393.
ROLE MATCH	Theodora Fontas, reported title " <i>MANAGING DIRECTOR</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	73 rd
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	73 rd

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 (Theodora Fontas) 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 15 similarly situated organizations (Same NTEE sector (K40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,993 is reasonable (approximately the 73rd 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.