

Black Farmers Index

Executive Director / CEO

This analysis benchmarks the total compensation of **Kaia Shivers, Executive Director / CEO** (\$51,375) against **every comparable organization** that fit the selection criteria — **419** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Kaia Shivers — 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 (K11).
BUDGET	Total revenue between \$211,979 and \$474,582 — 0.67x to 1.50x the subject's \$316,388 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

419 organizations qualified on sector, size, and geography → **419** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,388	\$26,083	\$42,200	\$60,475	\$79,499	\$51,375
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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 LA 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
Hey Govind Inc	TX	\$317,045	President	\$87,500	\$79,488	2024
Fox Valley Food For Health Inc	IL	\$317,807	Executive Di	\$43,846	\$40,303	2023
Bloomington Meals On Wheels Inc	IN	\$314,735	Executive Dir.	\$42,662	\$42,064	2023
Living Hope Farm Inc	PA	\$318,229	Head Farmer	\$40,000	\$36,226	2024
Bounce Back Of Indiana Inc	IN	\$314,323	President/ceo	\$40,687	\$38,966	2024
Table Of Grace Mobile Food Pantry	NE	\$318,822	President	\$28,600	\$27,936	2024
Triple Helix Institute For Agriculture	NY	\$312,435	Executive Director	\$57,539	\$48,613	2023
Mayors Feed The Hungry Program Inc	FL	\$321,204	Executive Director	\$60,000	\$52,700	2023
American Friends Of Bean Voyage	DE	\$310,755	Board Of Directors	\$29,500	\$27,007	2023
Tricklebee Cafe Inc	WI	\$309,993	Executive Director	\$84,906	\$82,907	2023
Backyard Blessings	AL	\$323,067	Executive Director	\$35,000	\$35,353	2023
Community Food Initiatives	OH	\$323,073	Past Director	\$29,162	\$28,050	2024
Falls Area Community Services Inc	WI	\$323,101	Executive Director	\$73,192	\$69,418	2024
Earth's Harvest Inc	KS	\$323,457	Executive Director	\$159,300	\$156,291	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pennsylvania Dairy Princess & Promotion	PA	\$323,738	Program Director	\$41,800	\$37,856	2024
Mid-atlantic 4r Nutrient	MD	\$324,452	Treasurer	\$67,770	\$57,539	2024
Morning Star Fresh Food Ministry Inc	CA	\$307,791	President	\$33,000	\$26,643	2023
Incubator Kitchen Collective	KY	\$307,620	Executive Di	\$54,546	\$53,220	2024
Neighborhood Meals On Wheels Inc	GA	\$325,274	Director	\$42,121	\$38,462	2024
Renewable Farms	CA	\$307,437	Ceo	\$73,077	\$58,999	2023
Feeding Charlotte Inc	NC	\$307,435	Executive Dir.	\$40,833	\$39,448	2023
Community Kitchen Inc	OH	\$307,416	President/ce	\$56,561	\$56,012	2023
Comeunity Cafe Oc	OH	\$325,898	General Manager	\$60,211	\$57,915	2024
Chef To The Shelters Inc	TX	\$306,867	Executive Director	\$87,662	\$81,987	2023
Columbia Falls Food Bank	MT	\$306,710	Co-manager	\$9,900	\$9,977	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 419 organizations. Compensation range \$11–\$420,894; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$316,388); for reference, expenses \$300,855 and assets \$22,385.

ROLE MATCH	Kaia Shivers, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	63 rd
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	59 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 (Kaia Shivers) 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 419 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,375 is reasonable (approximately the 63rd 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.