

Red Door Food Pantry Inc

Executive Director / CEO

EIN 874199796

GA · NTEE K31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ashley Davis, Executive Director / CEO** (\$38,686) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Ashley Davis — 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 (K31).

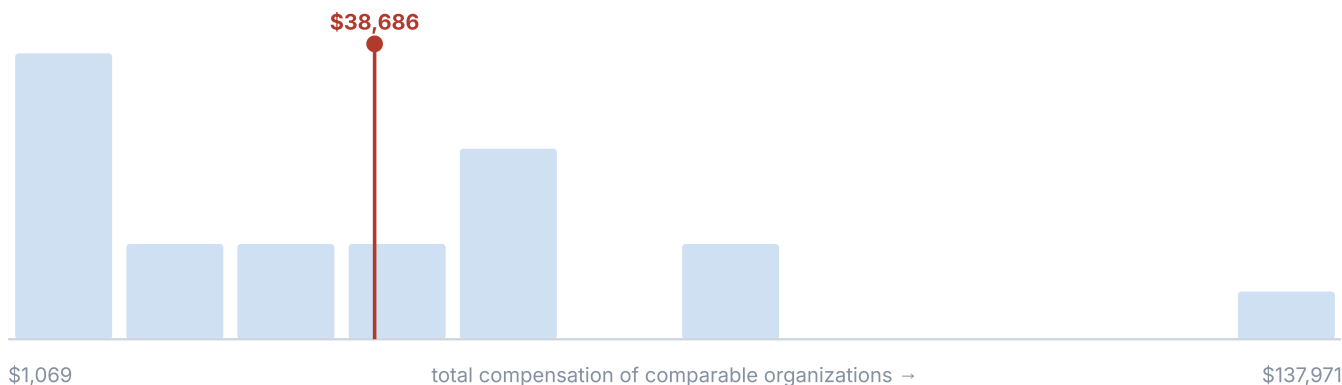
BUDGET Total revenue between \$91,074 and \$203,898 — 0.67x to 1.50x the subject's \$135,932 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,038	\$11,279	\$27,046	\$51,520	\$72,828	\$38,686
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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 GA 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
His Supper Table	WA	\$134,887	Trustee	\$1,200	\$1,069	2024
Etowah Community Food Bank Inc	AL	\$128,996	Executive Di	\$10,400	\$11,504	2023
Junction City Local Aid	OR	\$147,846	Pantry Coordinator	\$28,444	\$27,046	2023
Richmond Food Shelf And Thrift Store Inc	VT	\$154,160	Executive Director	\$42,482	\$42,526	2024
Grace Community Food Pantry	PA	\$113,155	Executive Di	\$59,614	\$57,600	2025
Why Not Ministries	TN	\$159,692	President	\$10,271	\$11,054	2023
Bloomer Area Food Pantry Inc	WI	\$166,536	Director	\$20,920	\$21,729	2024
Community Resource Tr	OR	\$105,012	Executive Director	\$149,385	\$137,971	2024
The Lords Cupboard Community Pantry	IA	\$169,482	Executive Di	\$22,193	\$24,167	2024
Community Cares Inc	MN	\$99,792	Board Member	\$4,985	\$5,043	2023
San Lorenzo Family Help Center	CA	\$97,343	Executive Dir.	\$58,217	\$51,473	2023
Project Share Of Wadena Inc	MN	\$94,140	Executive Di	\$4,960	\$5,019	2023
North Dearborn Pantry Inc	IN	\$179,282	Operations	\$22,258	\$23,344	2024
Athens Area Emergency Food Bank Inc	GA	\$182,787	Director	\$47,589	\$48,995	2023
Porch-durham	NC	\$183,371	Executive Director	\$70,344	\$72,288	2024
Nolensville Food Pantry Inc	TN	\$195,473	Executive Director	\$71,732	\$74,989	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Our Daily Bread Soup Kitchen Foundation Inc	MA	\$196,516	Executive Director	\$57,700	\$51,567	2024
Antigo Area Community Food Pantry	WI	\$197,844	Manager	\$41,860	\$44,762	2023
Red Truck Ministry	VA	\$201,024	Admin Assist	\$6,268	\$6,019	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	19 organizations. Compensation range \$1,069–\$137,971; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$135,932); for reference, expenses \$126,890 and assets \$350,859.
ROLE MATCH	Ashley Davis, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	53rd
Total compensation (D + F), as reported (no adjustments)	53rd

Reportable pay only (column D), adjusted

53rd

All sources (D + E + F), adjusted

47th

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 (Ashley Davis) 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 19 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,686 is reasonable (approximately the 53rd 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.