

# Feed The Needy

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ruth Rawlings, Executive Director / CEO** (\$32,196) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

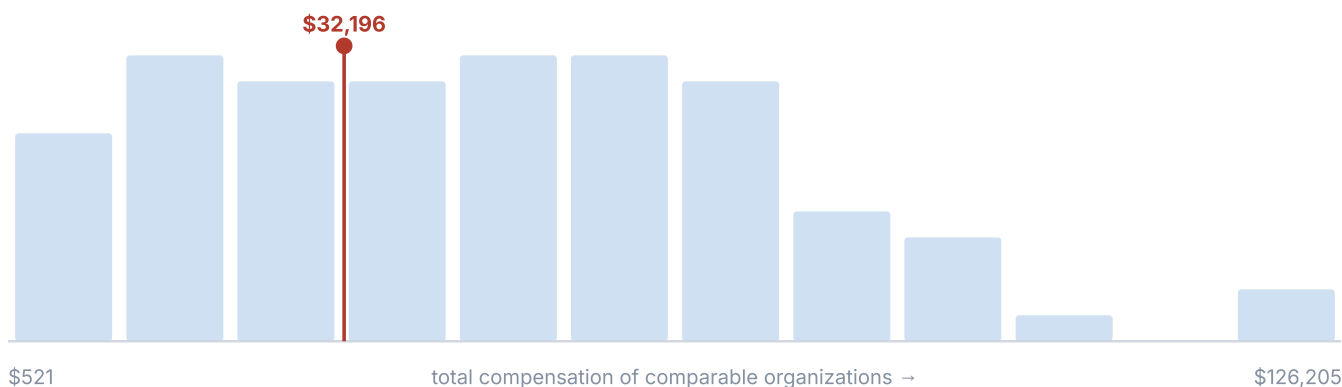
**Benchmarked executive:** Ruth Rawlings — reported title “CHAIRWOMAN AND CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K31).
BUDGET	Total revenue between \$284,161 and \$636,181 — 0.67x to 1.50x the subject's \$424,121 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

**83** organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,671	\$23,287	\$44,355	\$63,528	\$75,662	\$32,196
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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
<a href="#">Veggies To Table</a>	ME	\$425,428	Director	\$42,060	<b>\$40,067</b>	2024
<a href="#">Pearland Neighborhood Center</a>	TX	\$432,212	Executive Director	\$47,544	<b>\$46,581</b>	2023
<a href="#">Gatesville Care Center</a>	TX	\$410,582	Co-director	\$20,400	<b>\$19,414</b>	2024
<a href="#">Franklin Area Community Services Inc</a>	OH	\$443,173	Executive Director	\$25,667	<b>\$25,863</b>	2024
<a href="#">Storehouse Food Pantry</a>	TN	\$403,881	Treasurer	\$5,900	<b>\$6,074</b>	2023
<a href="#">Uproot Colorado</a>	CO	\$450,552	Executive Dir.	\$64,725	<b>\$59,044</b>	2024
<a href="#">Helping Hands Caring Hearts Inc</a>	AR	\$396,581	Executive Di	\$29,280	<b>\$31,311</b>	2024
<a href="#">Hamilton County Harvest Food Bank Inc</a>	IN	\$454,143	Exec Director	\$40,000	<b>\$40,130</b>	2024
<a href="#">Topss</a>	OH	\$459,037	Executive Director	\$51,931	<b>\$52,327</b>	2024
<a href="#">Charity Series Of Poker</a>	NV	\$388,171	President	\$67,333	<b>\$66,106</b>	2023
<a href="#">Sharefest Will County</a>	IL	\$460,087	President Director	\$5,333	<b>\$4,988</b>	2024
<a href="#">South Corvallis Food Bank</a>	OR	\$388,150	Executive Director	\$33,959	<b>\$30,002</b>	2024
<a href="#">Fish &amp; Loaves</a>	MI	\$461,198	Executive Director	\$75,000	<b>\$75,822</b>	2023
<a href="#">Adams County Emergency Food Bank</a>	CO	\$461,512	Executive Director	\$76,014	<b>\$71,390</b>	2023
<a href="#">Joyce Uptown Foodshelf Inc</a>	MN	\$462,537	Director	\$62,271	<b>\$60,266</b>	2023
<a href="#">Porch-hillsborough</a>	NC	\$383,696	Director	\$15,280	<b>\$15,464</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hope-net</a>	CA	\$465,680	Executive Director	\$61,442	<b>\$51,965</b>	2023
<a href="#">Bushels Of Blessings</a>	NJ	\$382,269	Executive Director	\$15,217	<b>\$12,925</b>	2024
<a href="#">Irvington My Brothers Keeper Inc</a>	MD	\$466,068	Secretary	\$69,648	<b>\$63,776</b>	2023
<a href="#">Pickerington Food Pantry</a>	OH	\$466,338	Executive Di	\$74,420	<b>\$74,987</b>	2024
<a href="#">Community Bread Basket Inc</a>	WV	\$467,093	Program Administrator	\$27,366	<b>\$29,021</b>	2023
<a href="#">Hardwick Area Food Pantry Inc</a>	VT	\$380,838	Executive Director	\$16,566	<b>\$15,863</b>	2024
<a href="#">The 1017 Project</a>	OR	\$468,316	Executive Director	\$46,500	<b>\$41,082</b>	2024
<a href="#">Vanburen Council For Human Services</a>	CA	\$468,514	Daniels	\$41,000	<b>\$33,681</b>	2024
<a href="#">The Good Shepherd Food Pantry Of Bertie County Nc Inc</a>	NC	\$379,382	Executive Director	\$48,640	<b>\$49,226</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 83 organizations. Compensation range \$521–\$126,205; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$424,121); for reference, expenses \$572,061 and assets \$169,360.

ROLE MATCH	Ruth Rawlings, reported title " <i>CHAIRWOMAN AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	39 <sup>th</sup>
All sources (D + E + F), adjusted	34 <sup>th</sup>

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 (Ruth Rawlings) 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 83 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,196 is reasonable (approximately the 35<sup>th</sup> 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.