

Feeding Wilmington Inc

Executive Director / CEO

EIN 922172394

NC · NTEE K31

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mickey Holt, Executive Director / CEO** (\$23,644) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

Benchmarked executive: Mickey Holt — reported title “CHAIR-ELECT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (K31).

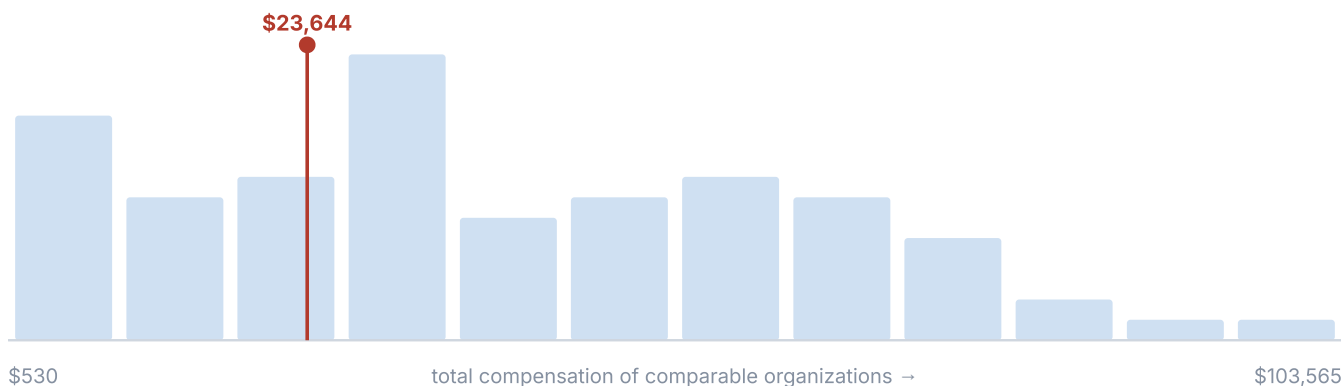
BUDGET Total revenue between \$221,396 and \$495,663 — 0.67x to 1.50x the subject's \$330,442 (the band tightens as size grows).

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

77 organizations qualified on sector, size, and geography

→ **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,828	\$18,190	\$34,264	\$56,441	\$70,688	\$23,644
---------	----------	----------	----------	----------	----------



■ 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 NC 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
Pinedale Community Food Basket Inc	WY	\$328,196	Food Distributor	\$18,383	\$19,614	2023
Harvest Food Pantry Inc	PA	\$327,173	Executive Di	\$60,015	\$57,922	2024
King Ferry Food Pantry Inc	NY	\$338,002	Executive Director	\$43,500	\$38,042	2024
Table Of Grace Mobile Food Pantry	NE	\$318,822	President	\$28,600	\$29,771	2024
Pantry 279 Inc	IN	\$342,724	Director	\$8,573	\$8,750	2024
Caring And Sharing Food Pantry Inc	OH	\$345,976	Executive Di	\$17,745	\$18,190	2024
The Lovve Project	CO	\$346,015	Executive Di	\$49,808	\$46,222	2024
Tricklebee Cafe Inc	WI	\$309,993	Executive Director	\$84,906	\$88,353	2023
Food Pantry Of Jeff Davis County Inc	TX	\$352,735	Executive Director	\$35,614	\$34,478	2024
Columbia Falls Food Bank	MT	\$306,710	Co-manager	\$9,900	\$10,633	2023
Tennessee Food On Foot Foundation Inc	TN	\$358,356	President	\$13,500	\$13,734	2024
Guilderland Food Pantry Inc	NY	\$358,568	Executive	\$26,590	\$23,254	2024
Crescent Food Bank	CA	\$301,356	Executive Dir.	\$75,000	\$64,529	2023
Appling County Food Bank Inc	GA	\$363,120	Director	\$16,821	\$16,369	2024
Irondequoit Community Cupboard Inc	NY	\$363,688	Executive Director	\$50,013	\$45,030	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Food Bank Of Sweetwater County	WY	\$294,463	Executive Director	\$72,570	\$73,268	2025
One Love Community Inc	NY	\$289,337	President	\$62,308	\$54,491	2024
New Life Ministries - Indiana Inc	IN	\$372,659	President	\$16,885	\$17,742	2023
Murphysboro Food Pantry Inc	IL	\$373,004	Exec Director	\$72,937	\$69,397	2024
Guardians Of Hope Inc	MT	\$373,796	Secretary	\$22,752	\$23,736	2024
Lacey Food Bank Inc	NJ	\$286,560	Trustee	\$10,400	\$8,987	2024
Heart 2 Hand Bingham Food Pantry Inc	ID	\$285,788	Director	\$500	\$530	2023
Feeding Our Kids	IL	\$282,181	Executive Director	\$38,644	\$36,768	2024
Illinois Valley Food Pantry	IL	\$378,887	Executive Dir.	\$44,792	\$41,519	2025
Madras Community Food Pantry	OR	\$281,766	Executive Director	\$12,000	\$10,785	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 77 organizations. Compensation range \$530–\$103,565; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$330,442); for reference, expenses \$361,784 and assets \$12,618,642.

ROLE MATCH Mickey Holt, reported title "*CHAIR-ELECT*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

board should confirm this is a comparable role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	32 nd
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Mickey Holt) 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 77 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,644 is reasonable (approximately the 32nd 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.