

Haight Ashbury Food Program

Executive Director / CEO

EIN 942970899

CA · NTEE P850

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Pam Weatherford, Executive Director / CEO** (\$23,000) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

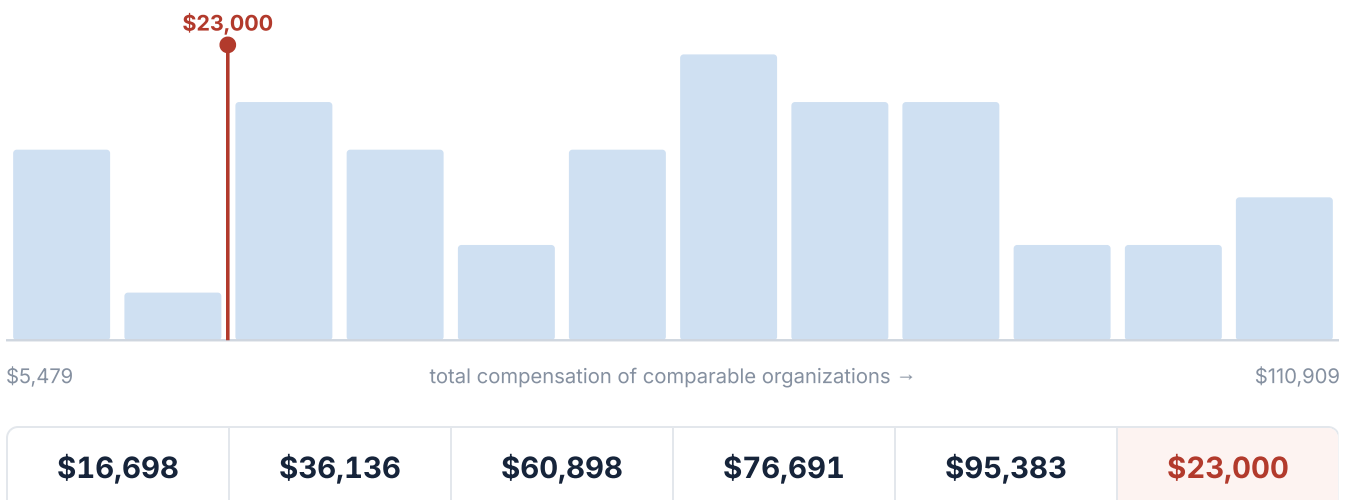
Benchmarked executive: Pam Weatherford — reported title “Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P850).
BUDGET	Total revenue between \$144,579 and \$323,685 — 0.67x to 1.50x the subject's \$215,790 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation





■ 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 CA 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
Homeless Hookup	OH	\$219,275	Executive Director	\$60,783	\$74,555	2024
Next Step Ministries Inc	NM	\$211,130	President	\$49,609	\$63,617	2023
Power Safe Place Resource Center Of Virginia	VA	\$210,475	Executive Director	\$33,963	\$39,098	2023
Brian Gibbons Homeless Outreach Inc	CT	\$224,973	Program Director	\$78,375	\$85,101	2024
Artist Mentorship Program	OR	\$203,809	Executive Director	\$87,850	\$97,269	2023
Would-works Inc	CA	\$203,244	Executive Director	\$38,582	\$38,582	2024
Wave Project	MI	\$228,420	Executive Director	\$20,000	\$24,613	2023
Dandelion House	OR	\$230,189	President	\$11,470	\$12,335	2024
Shower The People	TN	\$200,531	Executive Director	\$45,000	\$54,778	2024
Shelter Tech	CA	\$231,418	Co - Executive Director	\$80,000	\$80,000	2024
New Futures Inc	AL	\$237,789	Executive Director	\$53,700	\$67,185	2024
Henderson County Homeless Ministry	TX	\$239,860	Executive Dir.	\$21,500	\$25,642	2023
Family Promise Of Greater Chattanooga	TN	\$240,312	Executive Director (Ended July 2025)	\$47,572	\$57,909	2024
Ncompass	OR	\$246,301	Executive Dir.	\$34,670	\$38,387	2023
The Samaritan Well Inc	IL	\$248,473	Executive Director	\$56,661	\$62,847	2025
Weaver Foundation	WA	\$250,008	Executive Director	\$72,324	\$77,203	2023
Second Chances Inc	MA	\$255,587	Ceo President	\$106,575	\$110,909	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hands And Feet Foundation	FL	\$258,760	President	\$80,740	\$87,839	2024
Love-a-child Missions	CA	\$261,556	Secretary Treas	\$5,479	\$5,479	2024
Dignity Project	CO	\$263,060	Ceo	\$74,800	\$83,062	2024
Lee County Homeless Coalition Inc	FL	\$266,454	Former Executive Director	\$70,327	\$78,770	2023
Blankets Of Hope Inc	NY	\$269,048	President & Ceo	\$65,385	\$68,423	2024
Operation In My Backyard	PA	\$161,547	Executive Di	\$23,105	\$27,471	2023
Wecare Of Clinton County	IN	\$158,825	Director	\$36,800	\$44,942	2024
Streetlives Inc	NY	\$273,779	Executive Dir.	\$70,000	\$73,253	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 43 organizations. Compensation range \$5,479–\$110,909; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$215,790); for reference, expenses \$175,418 and assets \$268,800.

ROLE MATCH Pam Weatherford, reported title "*Treasurer*", 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	12 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	12 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 (Pam Weatherford) 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 43 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,000 is reasonable (approximately the 12th 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.