

This analysis benchmarks the total compensation of **Brad Chedister, Executive Director / CEO** (\$41,146) against **every comparable organization** that fit the selection criteria — **295** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

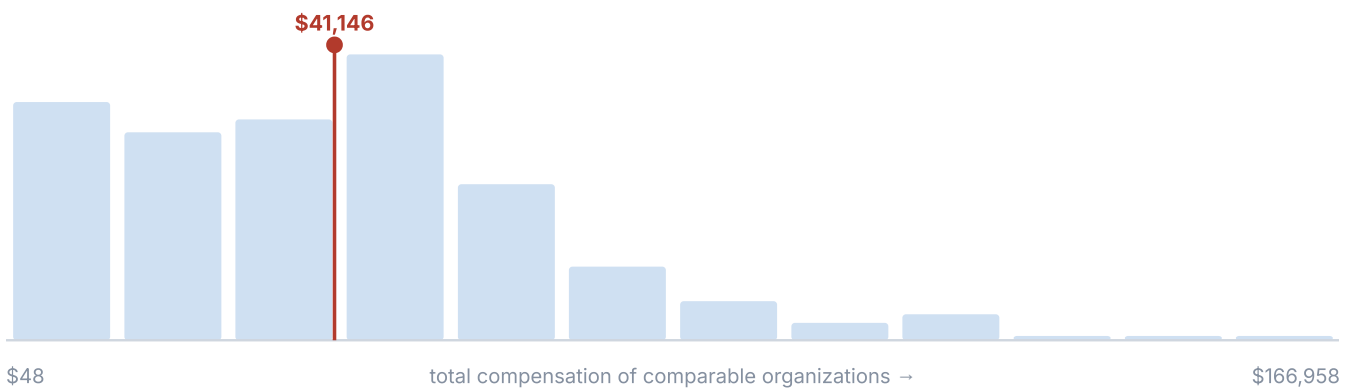
Benchmarked executive: Brad Chedister — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K05).
BUDGET	Total revenue between \$141,675 and \$317,184 — 0.67x to 1.50x the subject's \$211,456 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

295 organizations qualified on sector, size, and geography → 295 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,412	\$20,881	\$39,835	\$56,088	\$76,994	\$41,146
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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 IA 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
Georgia Minority Outreach	GA	\$211,029	Program Mana	\$49,820	\$47,102	2023
Believing In Our Future Inc	TX	\$210,148	Director	\$48,000	\$45,147	2023
Sag Harbor Comm Food Pantry Inc	NY	\$212,978	Executive Di	\$8,597	\$7,095	2024
Toppenish Community Chest	WA	\$209,879	Executive Di	\$34,501	\$27,484	2025
The Souper Bowl Of Caring Inc	TX	\$213,452	Executive Di	\$78,000	\$71,259	2024
Camellas Cupboard Incorporated	CT	\$213,476	Executive Director	\$41,500	\$35,537	2024
East Texas Food Bank Foundation Inc	TX	\$209,157	Ceo Etfb	\$22,461	\$20,520	2024
Kindness Farm	OR	\$213,995	President	\$38,961	\$34,020	2023
Center For A Green Future	ME	\$214,205	Managing Director	\$25,000	\$23,538	2023
Loudon Food Pantry	NH	\$208,681	President	\$36,400	\$30,696	2024
Cortland Loaves & Fishes Inc	NY	\$207,958	Executive Dir.	\$49,337	\$41,919	2023
Beckley Dream Center Inc	WV	\$207,718	Director	\$12,699	\$12,928	2023
Rutland Area Foodshelf Inc	VT	\$215,214	Executive Dir.	\$49,154	\$45,185	2024
Ignite Center	IL	\$207,665	President	\$20,685	\$19,121	2023
Kcgcusa Inc	NY	\$215,486	Member	\$15,900	\$13,122	2024
Community Service Associates Inc	NY	\$207,356	Exe. Director	\$79,000	\$67,122	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inter-cooperative Exchange	WA	\$207,292	Director	\$138,118	\$112,936	2024
Farmers Market Of The Ozarks Inc	MO	\$215,981	Executive Director	\$41,350	\$41,180	2023
109 James Parker Inc	NJ	\$216,344	Secretary	\$18,345	\$15,401	2023
Shell Prairie Agriculture Association	MN	\$206,454	President	\$2,180	\$1,967	2024
Project 216 Inc	IN	\$216,461	Event Development Specialist	\$32,644	\$32,369	2023
Lewis Educational Agricultural Farm	CT	\$217,126	Executive Director	\$17,900	\$15,781	2023
Colorado Fruit And Vegetable	CO	\$217,163	Executive Di	\$51,500	\$45,101	2024
Putney Foodshelf Inc	VT	\$217,212	Executive Director	\$59,241	\$53,054	2025
Our Daily Bread Kitchen Inc	NC	\$217,704	Executive Director	\$47,589	\$44,909	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 295 organizations. Compensation range \$48–\$166,958; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$211,456); for reference, expenses \$405,583 and assets \$0.
Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.

ROLE MATCH Brad Chedister, reported title "*DIRECTOR*", 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	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	52 nd
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	47 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 (Brad Chedister) 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 295 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,146 is reasonable (approximately the 52nd 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.