

Community Kitchen Of Torrington Inc

Executive Director / CEO

EIN 223070053

CT · NTEE P99Z

FY ending 2023-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Lisa Hageman, Executive Director / CEO** (\$69,500) against **every comparable organization** that fit the selection criteria — **185** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Lisa Hageman — 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 (P99Z).
BUDGET	Total revenue between \$249,218 and \$557,952 — 0.67x to 1.50x the subject's \$371,968 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

185 organizations qualified on sector, size, and geography → **185** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,027	\$36,494	\$64,017	\$85,649	\$112,423	\$69,500
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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 CT 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
The Hope Shot Inc	FL	\$371,933	Executive Director	\$21,892	\$21,305	2024
In Step With Horsesinc	OH	\$369,696	President	\$16,500	\$18,105	2024
Lifenet Foundation	VA	\$374,374	Board Member	\$572,453	\$572,594	2024
Spirit Of A Hero Foundation	TX	\$376,309	Secretary	\$21,828	\$22,620	2024
Gendernexus Inc	IN	\$377,270	Executive Director	\$67,100	\$73,304	2024
Inner City Youth Opportunities	OH	\$365,922	Pres	\$27,800	\$30,502	2024
Hope Impacts	TX	\$365,397	Executive Di	\$61,066	\$63,280	2024
Hampton Transitional Academy Inc	SC	\$379,061	President	\$120,538	\$130,270	2024
Amani Project Inc	GA	\$364,340	Ceo	\$10,000	\$10,724	2023
St Francis Food Pantry Inc	WI	\$380,101	Executive Di	\$63,618	\$68,829	2024
United Citizens Coalition Inc	FL	\$380,105	President	\$53,995	\$52,547	2024
Twu Local 100 Widows & Orphans Fund	NY	\$380,217	President	\$5,715	\$5,508	2023
Love Beyond Walls Inc	GA	\$381,216	Executive Director	\$60,000	\$64,343	2023
The Kindness Project	PA	\$361,734	Executive Director	\$62,810	\$66,804	2023
Upstate Carolina Adaptive Golf	SC	\$360,613	Executive Director	\$68,497	\$74,028	2024
Fiel Houston Inc	TX	\$360,472	President	\$23,400	\$24,249	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hale County Meals On Wheels	TX	\$360,074	Executive Di	\$62,813	\$63,413	2025
Family Advocacy In Champaign County	IL	\$359,272	Executive Director	\$53,050	\$54,029	2024
Paraklesis Inc	MI	\$386,137	Executive Director	\$57,444	\$61,423	2024
Pennsylvania Furniture Mission	PA	\$356,280	Director	\$2,940	\$3,038	2024
Goodwill East Building Inc	LA	\$356,182	President And Ceo	\$20,500	\$23,385	2024
Integrated Renewal	WA	\$388,472	Director	\$140,519	\$130,330	2024
Lifenet Inc	NJ	\$388,499	Executive Director	\$128,709	\$122,563	2023
Womens Society Of Cyberjutsu	VA	\$390,038	Ceo, Founding Board Member, Security	\$18,000	\$18,005	2024
Kitka Inc	CA	\$390,469	Ex Dir Trustee Kitka Member	\$82,741	\$74,015	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT cost of living and 2023 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 CT 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	185 organizations. Compensation range \$2,067–\$572,594; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$371,968); for reference, expenses \$396,088 and assets \$259,836.
ROLE MATCH	Lisa Hageman, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	56 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	52 nd

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 (Lisa Hageman) 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 10, 2026, comparing compensation against 185 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,500 is reasonable (approximately the 56th 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 10, 2026.