

Community Food Connections Inc

Executive Director / CEO

EIN 260039028

AZ · NTEE K40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Banish, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

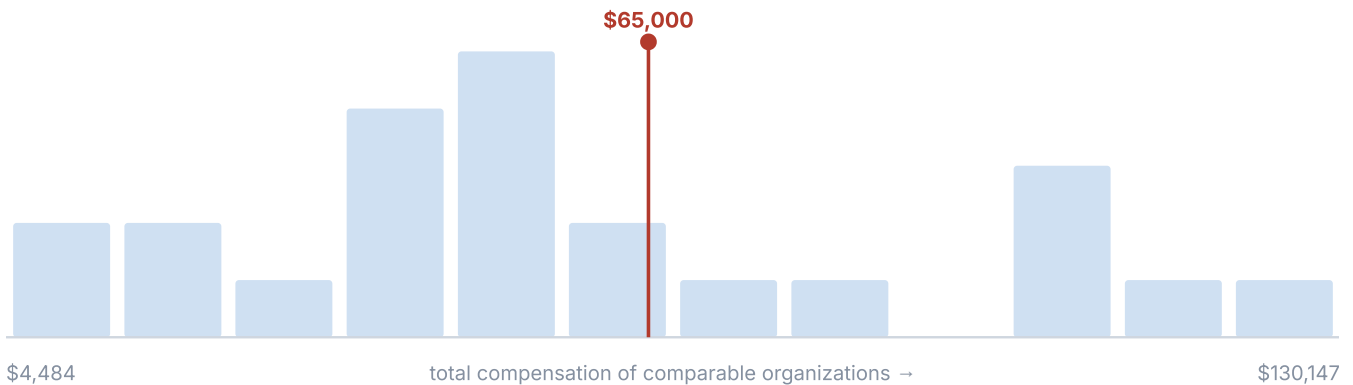
Benchmarked executive: Lisa Banish — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K40).
BUDGET	Total revenue between \$235,031 and \$526,191 — 0.67x to 1.50x the subject's \$350,794 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K40), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,356	\$38,949	\$52,237	\$78,973	\$105,734	\$65,000
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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 AZ 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
Partnership For Food Safety Education Inc	OH	\$344,522	Executive Director	\$118,175	\$130,147	2024
Farm To Table Buy Local	PA	\$382,446	Executive Director	\$40,000	\$41,477	2024
Fresh Rx Inc	FL	\$391,890	Secretary	\$4,590	\$4,484	2024
Healthy Adventures Foundation	CA	\$300,032	Ceo	\$55,402	\$51,213	2023
Harvest House Outreach Inc	OK	\$401,962	Executive Director	\$41,213	\$47,187	2024
Slow Food Co-denver	CO	\$402,916	Executive Director	\$70,781	\$72,656	2023
Metro Lifestyle Ministries Inc	AL	\$413,219	Secretary-treasurer	\$9,100	\$10,222	2024
From Farm To Table Inc	NY	\$416,406	Executive Director	\$108,372	\$104,833	2023
Child Development Nutrition Program Inc	TX	\$423,022	President	\$35,800	\$38,336	2023
Project Milk Mission	OH	\$274,762	President	\$92,209	\$104,550	2023
The Body Positive	CA	\$269,542	Executive Direc	\$129,918	\$116,649	2024
American Nutrition Care	TX	\$262,184	Manager	\$30,842	\$32,079	2024
Gods Gym Inc	OK	\$450,710	President	\$20,800	\$23,815	2024
Chefs For Impact Inc	NY	\$249,700	Managing Director	\$65,993	\$63,838	2023
Its Going To Be Ok Inc	TX	\$456,742	Ceo	\$14,700	\$15,741	2023
Table For Two Usa	NY	\$240,702	President	\$54,000	\$52,237	2023
Berkeley Student Food Collective	CA	\$460,899	Secretary	\$58,101	\$53,708	2023
Better Health Better Life Inc	MD	\$465,583	Executive Director	\$67,472	\$65,591	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Peanut Institute Foundation Inc	GA	\$496,841	President	\$44,286	\$46,301	2024
Ifma Educational Foundation	IL	\$498,756	President & Ceo	\$103,653	\$105,959	2024
International Society Of Behavioral	NE	\$509,374	Executive Director	\$46,983	\$52,544	2024
Downtown Napa Farmers Market	CA	\$515,092	Executive Di	\$94,990	\$85,289	2024
The Terrace Foundation	CA	\$520,040	Former Executive Director	\$42,797	\$39,561	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 23 organizations. Compensation range \$4,484–\$130,147; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$350,794); for reference, expenses \$366,946 and assets \$191,357.

ROLE MATCH Lisa Banish, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers 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	65 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	57 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 (Lisa Banish) 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 23 similarly situated organizations (Same NTEE sector (K40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 65th 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.