

# Berkeley Student Food Collective

Executive Director / CEO

EIN 273447117

CA · NTEE K40

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jeff Noven, Executive Director / CEO** (\$58,101) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jeff Noven — reported title “Secretary”, 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 (K40).

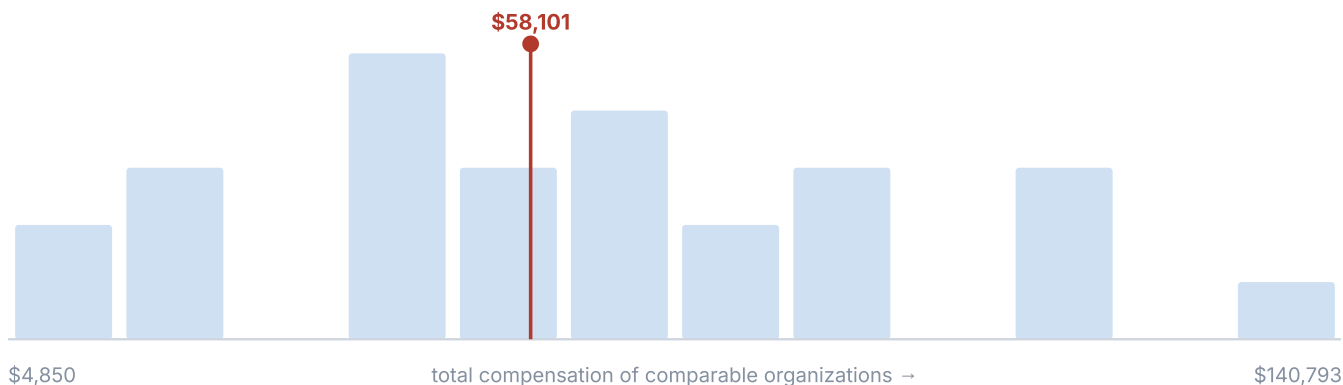
**BUDGET** Total revenue between \$308,802 and \$691,348 — 0.67x to 1.50x the subject's \$460,899 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (K40), nationwide + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,396	\$41,803	\$58,101	\$77,107	\$96,114	\$114,017	\$133,021	\$140,793
----------	----------	----------	----------	----------	-----------	-----------	-----------



## ■ 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
<a href="#">Its Going To Be Ok Inc</a>	TX	\$456,742	Ceo	\$14,700	<b>\$17,029</b>	2023
<a href="#">Better Health Better Life Inc</a>	MD	\$465,583	Executive Director	\$67,472	<b>\$70,955</b>	2024
<a href="#">Gods Gym Inc</a>	OK	\$450,710	President	\$20,800	<b>\$25,763</b>	2024
<a href="#">The Peanut Institute Foundation Inc</a>	GA	\$496,841	President	\$44,286	<b>\$50,088</b>	2024
<a href="#">Ifma Educational Foundation</a>	IL	\$498,756	President & Ceo	\$103,653	<b>\$114,625</b>	2024
<a href="#">Child Development Nutrition Program Inc</a>	TX	\$423,022	President	\$35,800	<b>\$41,472</b>	2023
<a href="#">From Farm To Table Inc</a>	NY	\$416,406	Executive Director	\$108,372	<b>\$113,408</b>	2023
<a href="#">Metro Lifestyle Ministries Inc</a>	AL	\$413,219	Secretary-treasurer	\$9,100	<b>\$11,059</b>	2024
<a href="#">International Society Of Behavioral</a>	NE	\$509,374	Executive Director	\$46,983	<b>\$56,842</b>	2024
<a href="#">Downtown Napa Farmers Market</a>	CA	\$515,092	Executive Di	\$94,990	<b>\$92,265</b>	2024
<a href="#">Slow Food Co-denver</a>	CO	\$402,916	Executive Director	\$70,781	<b>\$78,599</b>	2023
<a href="#">Harvest House Outreach Inc</a>	OK	\$401,962	Executive Director	\$41,213	<b>\$51,047</b>	2024
<a href="#">The Terrace Foundation</a>	CA	\$520,040	Former Executive Director	\$42,797	<b>\$42,797</b>	2023
<a href="#">Fresh Rx Inc</a>	FL	\$391,890	Secretary	\$4,590	<b>\$4,850</b>	2024
<a href="#">Farm To Table Buy Local</a>	PA	\$382,446	Executive Director	\$40,000	<b>\$44,869</b>	2024
<a href="#">Suprseed Inc</a>	CA	\$550,576	Pres./exec. Dir	\$92,004	<b>\$89,364</b>	2024
<a href="#">Delaware Restaurant Association</a>	DE	\$551,734	President & Ceo	\$103,807	<b>\$117,711</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Project Grows Inc</a>	VA	\$559,898	Executive Di	\$48,461	<b>\$54,188</b>	2023
<a href="#">Community Food Connections Inc</a>	AZ	\$350,794	Executive Director	\$65,000	<b>\$70,317</b>	2024
<a href="#">Partnership For Food Safety Education Inc</a>	OH	\$344,522	Executive Director	\$118,175	<b>\$140,793</b>	2024
<a href="#">Cuisine For Healing</a>	TX	\$582,827	Chief Executive Officer	\$24,316	<b>\$27,360</b>	2024
<a href="#">Thrive</a>	MI	\$584,921	Executive Director	\$80,003	<b>\$92,887</b>	2024
<a href="#">Brownsville Wellness Coalition</a>	TX	\$611,333	Executive Dir.	\$60,260	<b>\$67,804</b>	2024
<a href="#">North Coast Food Web</a>	OR	\$616,239	Executive Director	\$62,369	<b>\$67,075</b>	2023
<a href="#">Cooking With Gabby</a>	CA	\$629,458	Exec Dir/secty	\$42,762	<b>\$40,465</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 26 organizations. Compensation range \$4,850–\$140,793; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$460,899); for reference, expenses \$442,254 and assets \$85,094.

**ROLE MATCH** Jeff Noven, reported title "*Secretary*", 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** 4 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	54 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</sup>

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 (Jeff Noven) 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 26 similarly situated organizations (Same NTEE sector (K40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,101 is reasonable (approximately the 50<sup>th</sup> 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.