

At The Table Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Sorey, Executive Director / CEO** (\$39,539) against **every comparable organization** that fit the selection criteria — **393** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

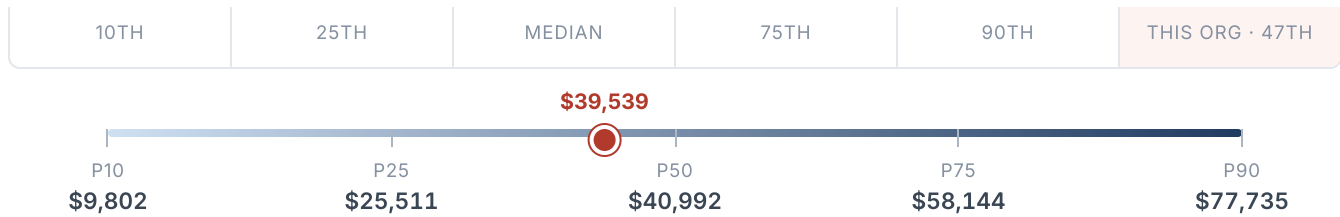
SECTOR	Organizations sharing the subject's NTEE classification (K35).
BUDGET	Total revenue between \$184,274 and \$412,554 — 0.67x to 1.50x the subject's \$275,036 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

393 organizations qualified on sector, size, and geography → **393** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,802	\$25,511	\$40,992	\$58,144	\$77,735	\$39,539
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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 AR 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
Utah Dairy Herd Improvement Assoc	UT	\$275,091	Manager	\$39,739	\$36,183	2024
Meals On Wheels Of Evansville Inc	IN	\$274,945	Executive Director	\$27,715	\$26,002	2024
Project Milk Mission	OH	\$274,762	President	\$92,209	\$89,452	2023
Hollywood Farmers Market Inc	OR	\$273,190	Interim Market Director	\$37,583	\$31,967	2023
Old Marbach School Water Supply	TX	\$273,088	Key Employee	\$28,969	\$25,780	2024
All Faiths Pantry	OH	\$277,295	Executive Director	\$30,870	\$29,947	2023
Natural Soybean And Grain Alliance Inc	AR	\$277,315	Director	\$112,400	\$112,400	2024
Food For The Spirit Inc	NY	\$272,637	Executive Director	\$65,769	\$52,872	2024
Grace Filled Table	MN	\$272,537	Executive Di	\$34,066	\$29,946	2024
Thimbleberry Collaborative Farm	OR	\$277,743	Exec Dir	\$49,433	\$42,046	2023
Chester Agricultural Center Inc	NY	\$277,859	Executive Director	\$110,000	\$88,429	2024
Global Garden Refugee Training Farm	IL	\$278,708	Executive Director	\$70,000	\$61,223	2024
International Center For Food Ontology	CA	\$278,964	Chair	\$103,250	\$81,660	2023
Loaves & Fishes Of The Fox Valley Inc	WI	\$279,217	Executive Director	\$53,605	\$49,805	2024
Passion And Compassion Inc	MD	\$279,365	Executive Dir.	\$57,000	\$48,809	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hartford Food System Inc	CT	\$279,495	Executive Dir.	\$87,539	\$75,177	2023
Paulding County Area Foundation -	OH	\$270,088	Executive Di	\$57,000	\$53,709	2024
Gardenshare Inc	NY	\$270,002	Executive Di	\$60,909	\$48,965	2024
The Body Positive	CA	\$269,542	Executive Direc	\$129,918	\$99,804	2024
Community Kitchens Of Birmingham	AL	\$281,398	Executive Director	\$58,942	\$58,323	2023
Madras Community Food Pantry	OR	\$281,766	Executive Director	\$12,000	\$9,914	2024
Nicollet County Agricultural Society	MN	\$267,949	Exec Secretary	\$1,375	\$1,209	2024
Feeding Our Kids	IL	\$282,181	Executive Director	\$38,644	\$33,799	2024
Hillsdale Farmers Market Inc	OR	\$267,831	Manager	\$44,925	\$37,116	2024
Raleigh City Farm Inc	NC	\$282,282	Executive Director	\$53,248	\$48,947	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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 393 organizations. Compensation range \$11–\$412,314; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$275,036); for reference, expenses \$268,270 and assets \$83,922.

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

RELATED-ORG PAY 15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 15 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	47 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	45 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 (Jennifer Sorey) 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 393 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,539 is reasonable (approximately the 47th 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.