

Our Kitchen Table

This analysis benchmarks the total compensation of **Lisa Oliver-king, Executive Director / CEO** (\$32,860) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

Benchmarked executive: Lisa Oliver-king — 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 (K99).

BUDGET Total revenue between \$91,575 and \$205,020 — 0.67x to 1.50x the subject's \$136,680 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

118 organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,459

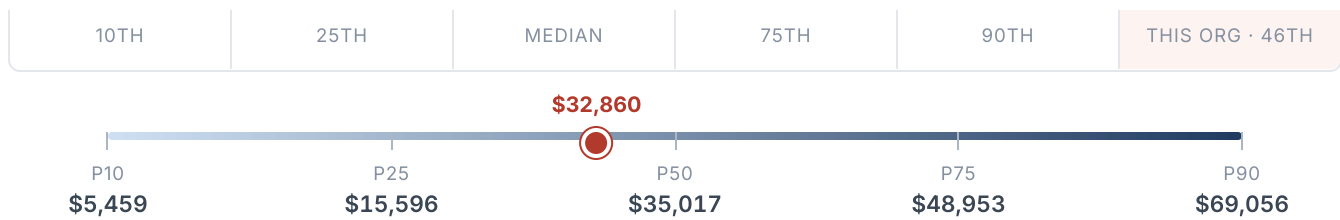
\$15,596

\$35,017

\$48,953

\$69,056

\$32,860



● 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 MI 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
Neversink Agricultural Society Inc	NY	\$137,025	President/director	\$1,200	\$1,021	2024
Pembroke Agriculture Corporation	IL	\$136,281	President	\$16,524	\$15,739	2023
Red Door Food Pantry Inc	GA	\$135,932	Executive Dir.	\$38,686	\$36,605	2024
Hope Full Life Center Inc	NY	\$137,707	Executive Director	\$6,500	\$5,528	2024
His Supper Table	WA	\$134,887	Trustee	\$1,200	\$1,011	2024
Rio Grande Community Farms	NM	\$134,134	Executive Di	\$28,159	\$28,501	2024
Utah Pork Producers Association	UT	\$134,066	Executive Director	\$65,794	\$63,368	2024
Farmers Market Management Services	NC	\$133,076	President	\$34,806	\$33,843	2024
Saint Patrick Soup Kitchen	OH	\$132,528	Executive Di	\$36,208	\$36,088	2024
Alliance For Better Nutrition Inc	IN	\$132,378	President/se	\$44,735	\$44,395	2024
Three Springs Community Farm	CA	\$140,993	Board Member	\$52,690	\$42,815	2024
Feed Buffalo Inc	NY	\$141,575	Executive Director	\$74,254	\$65,007	2023
Allegheny Mountain Institute	VA	\$131,428	Executive Di	\$17,000	\$15,446	2024
Martha's Table So Inc	DC	\$142,307	President And Ceo	\$9,987	\$8,491	2023
Dairy Council Of Michigan Inc	MI	\$130,250	Coo/ Interim Ceo	\$39,892	\$39,892	2023
Mar-del Watermelon Association Inc	MD	\$143,609	Secretary/tr	\$14,400	\$13,043	2023
International Milling Education	KS	\$143,734	Board Secretary	\$43,304	\$44,025	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Etowah Community Food Bank Inc	AL	\$128,996	Executive Di	\$10,400	\$10,885	2023
Meals On Wheels Of Somerset County	PA	\$144,531	Employee	\$32,847	\$30,825	2024
Emporia Rescue Mission Inc	KS	\$128,502	Executive Di	\$17,460	\$17,750	2024
Taunton Area Community Table Inc	MA	\$144,909	Director	\$39,000	\$33,954	2023
Center For Agricultural Resilience	GA	\$145,280	Executive Di	\$55,000	\$53,578	2023
American Jersey Cattle Club	OH	\$146,119	Executive Secretary	\$16,840	\$17,280	2023
Association Of Women In Agriculture	WI	\$126,597	House Manage	\$1,083	\$1,037	2025
Junction City Local Aid	OR	\$147,846	Pantry Coordinator	\$28,444	\$25,591	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	118 organizations. Compensation range \$42–\$228,584; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$136,680); for reference, expenses \$184,513 and assets \$35,046.
ROLE MATCH	Lisa Oliver-king, reported title " <i>DIRECTOR</i> ", 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 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	46 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	42 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 Oliver-king) 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 118 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,860 is reasonable (approximately the 46th 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.