

Fathers Table Mission

Executive Director / CEO

EIN 831860004

CA · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeongseok Ko, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **115** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

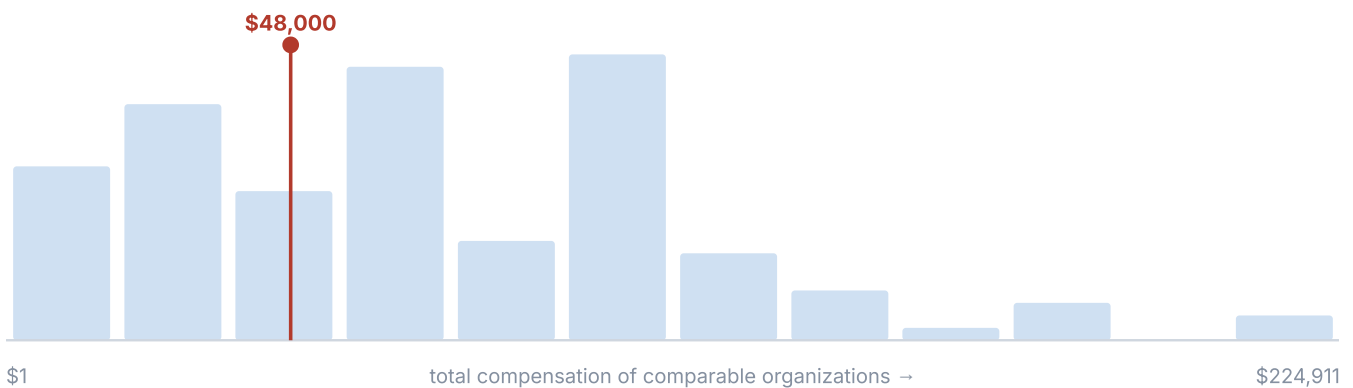
Benchmarked executive: Jeongseok Ko — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$322,399 and \$721,791 — 0.67x to 1.50x the subject's \$481,194 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

115 organizations qualified on sector, size, and geography → **115** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,332	\$36,499	\$67,190	\$104,816	\$128,304	\$48,000
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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 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
Raise Funds Inc	CA	\$488,176	Ceo	\$36,000	\$34,967	2024
Neurotalent Works Inc	CA	\$473,288	Executive Director	\$109,341	\$109,341	2023
Kulungu For Congo	CA	\$466,394	Executive Director	\$50,000	\$47,314	2025
Catholic Worker Hospitality House	CA	\$465,519	Director, Board Member	\$52,530	\$51,023	2024
Project Sankofa Inc	CA	\$497,251	Executive Dir.	\$128,565	\$124,876	2024
Broom Homestead Inc	CA	\$460,183	President & Ceo	\$98,000	\$95,188	2024
Best Step Forward	CA	\$502,408	President	\$67,190	\$67,190	2023
Catalyst San Gabriel Valley Incorporated	CA	\$459,052	Ceo	\$50,909	\$50,909	2023
Community Working Group	CA	\$457,355	Chief Real Estate Officer	\$28,315	\$28,315	2023
Southeast Asian Community Alliance	CA	\$506,525	Board Member Executive Director	\$111,250	\$108,058	2024
Warfighter Made	CA	\$451,431	Executive Dir.	\$62,100	\$62,100	2023
Ben Lim Ministries	CA	\$450,871	President & Pastor	\$37,300	\$37,300	2023
Recovery Cafe Santa Cruz	CA	\$450,603	Exec Dir/pre	\$17,920	\$17,920	2023
Seeds Of Love	CA	\$449,576	President	\$36,159	\$36,159	2023
Run 2 Rescue	CA	\$515,231	Chairman	\$5,696	\$5,533	2024
Imago Dei Ministries	CA	\$444,143	Executive Director	\$41,998	\$41,998	2023
Spec Labs Inc	CA	\$442,366	President	\$75,275	\$73,115	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Instituto De Avance Integral Latino Cdc	CA	\$441,139	Executive Director	\$100,000	\$97,131	2024
All My Usos	CA	\$438,238	Executive Director	\$5,542	\$5,383	2024
Girlventures	CA	\$524,381	Executive Dir.	\$110,000	\$106,844	2024
Olinga Learning	CA	\$436,788	Executive & Engineering Di	\$111,380	\$108,185	2024
Silver Streak	CA	\$436,590	Director	\$21,000	\$21,000	2023
Trusting Connections	CA	\$433,862	Ceo	\$122,413	\$118,901	2024
Creative World Art Center	CA	\$529,181	Executive Director	\$44,575	\$43,296	2024
Urban Voices Project	CA	\$529,612	Executive Director	\$77,118	\$74,905	2024

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.

Sample, role match & sensitivity

PEER COUNT 115 organizations. Compensation range \$1–\$224,911; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$481,194); for reference, expenses \$215,027 and assets \$709,355. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Jeongseok Ko, 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 5 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	37 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	35 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 (Jeongseok Ko) 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 115 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 37th 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.