

Ma'alot Farms

Executive Director / CEO

EIN 872180602
 CA · NTEE K30
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Shoshana Ohriner, Executive Director / CEO** (\$35,050) against **every comparable organization** that fit the selection criteria — **86** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

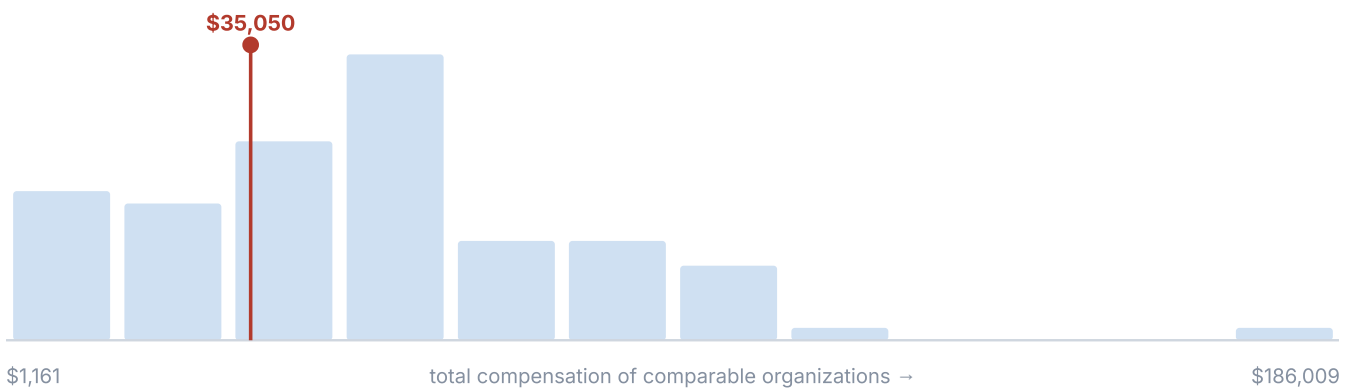
Benchmarked executive: Shoshana Ohriner — reported title "EXECUTIVE DIRECTOR/SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$145,966 and \$326,791 — 0.67x to 1.50x the subject's \$217,861 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

86 organizations qualified on sector, size, and geography → **86** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,848	\$29,271	\$49,109	\$66,123	\$91,145	\$35,050
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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
Spice Field Kitchen Inc	OH	\$217,984	Coo	\$72,365	\$83,992	2025
Putney Foodshelf Inc	VT	\$217,212	Executive Director	\$59,241	\$65,343	2025
Helps Outreach Inc	FL	\$218,935	Pres/treas/b	\$86,000	\$90,877	2024
Project 216 Inc	IN	\$216,461	Event Development Specialist	\$32,644	\$39,867	2023
Farmers Market Of The Ozarks Inc	MO	\$215,981	Executive Director	\$41,350	\$50,719	2023
Rutland Area Foodshelf Inc	VT	\$215,214	Executive Dir.	\$49,154	\$55,652	2024
Center For A Green Future	ME	\$214,205	Managing Director	\$25,000	\$28,991	2023
Camellas Cupboard Incorporated	CT	\$213,476	Executive Director	\$41,500	\$43,768	2024
Food Is Free Albuquerque Chapter	NM	\$222,630	Managing Dir	\$33,111	\$41,242	2023
Our Daily Bread	MS	\$222,786	Executive Director	\$18,750	\$24,184	2023
First Fruits Of The Ridge Inc	GA	\$224,418	Lead Pastor	\$65,000	\$73,516	2024
Believing In Our Future Inc	TX	\$210,148	Director	\$48,000	\$55,605	2023
A Best Choice Mobile Ultrasound And	VA	\$225,974	Executive Di	\$87,300	\$97,616	2023
Kettering Back Pack Inc	OH	\$226,497	Executive Director	\$19,128	\$23,462	2023
Mothers For Mothers Postpartum Justice Project	CA	\$227,724	President	\$24,000	\$23,311	2024
Cortland Loaves & Fishes Inc	NY	\$207,958	Executive Dir.	\$49,337	\$51,630	2023
Stone Soup	UT	\$228,935	Executive Di	\$2,500	\$2,878	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Soup For The Soul Org Inc	KY	\$204,886	Program Manager	\$42,952	\$53,441	2023
Community Markets Inc	WV	\$204,602	Operations Manager	\$47,259	\$57,558	2024
Sfmv Inc	FL	\$232,360	Market Manager	\$44,136	\$53,987	2021
Seven Loaves Soup Kitchen Inc	PA	\$233,043	Mission Coordinator	\$12,000	\$13,461	2024
Northwest Mutual Aid Collective Inc	PA	\$233,724	Executive Director	\$70,901	\$81,882	2023
Fundacion Yo Puedo Inc	PR	\$235,670	President	\$2,395	\$2,326	2024
5loaves2fishnmi	MI	\$235,864	Secretary	\$15,000	\$17,416	2024
Musically Fed	AZ	\$236,845	Executive Director - Founder	\$84,500	\$91,412	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	86 organizations. Compensation range \$1,161–\$186,009; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$217,861); for reference, expenses \$270,234 and assets \$14,427.
ROLE MATCH	Shoshana Ohriner, reported title " <i>EXECUTIVE DIRECTOR/SECRETARY</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	33 rd
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	31 st

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 (Shoshana Ohriner) 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 10, 2026, comparing compensation against 86 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,050 is reasonable (approximately the 33rd 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 10, 2026.