

# Ventura County Farm To School

Executive Director / CEO

EIN 874401093  
 CA · NTEE K99  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Anna Jackson, Executive Director / CEO** (\$102,000) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

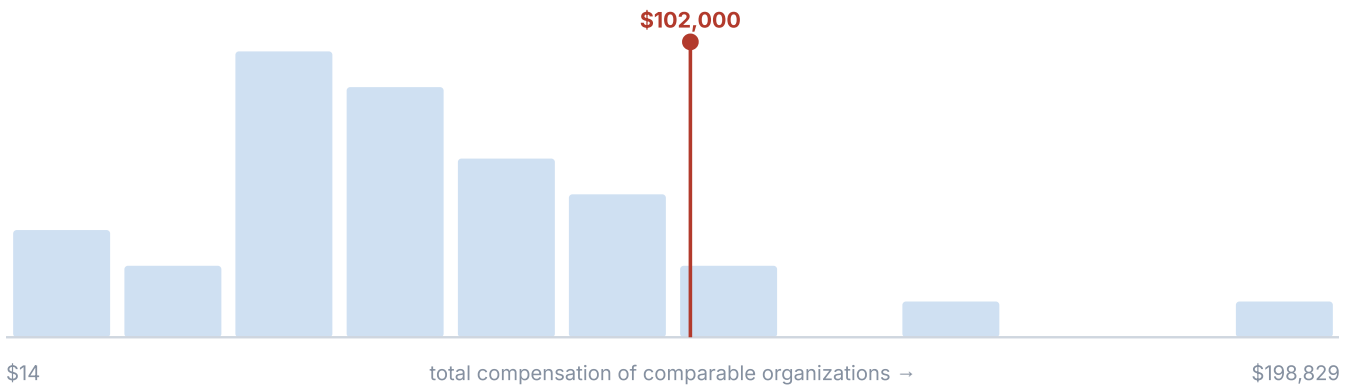
**Benchmarked executive:** Anna Jackson — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (K99).
- BUDGET** Total revenue between \$178,614 and \$399,883 — 0.67x to 1.50x the subject's \$266,589 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (K99), nationwide + budget 0.67–1.5x revenue.

**33** organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,317	\$41,613	\$60,309	\$80,551	\$105,412	\$102,000
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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
<a href="#">Chattanooga Food Center</a>	TN	\$266,455	Executive Director	\$51,000	<b>\$63,915</b>	2023
<a href="#">Hillsdale Farmers Market Inc</a>	OR	\$267,831	Manager	\$44,925	<b>\$48,315</b>	2024
<a href="#">Northern Plains Sustainable Agriculture Society</a>	SD	\$260,683	Executive Director	\$85,421	<b>\$109,176</b>	2024
<a href="#">Hollywood Farmers Market Inc</a>	OR	\$273,190	Interim Market Director	\$37,583	<b>\$41,613</b>	2023
<a href="#">Natural Soybean And Grain Alliance Inc</a>	AR	\$277,315	Director	\$112,400	<b>\$146,315</b>	2024
<a href="#">Chester Agricultural Center Inc</a>	NY	\$277,859	Executive Director	\$110,000	<b>\$115,112</b>	2024
<a href="#">Mustard Seed - A Community Cafe</a>	TX	\$252,621	Executive Director	\$48,000	<b>\$55,605</b>	2024
<a href="#">Raleigh City Farm Inc</a>	NC	\$282,282	Executive Director	\$53,248	<b>\$63,717</b>	2024
<a href="#">Around The Bend Farms Inc</a>	OR	\$244,619	Director	\$8,700	<b>\$9,356</b>	2024
<a href="#">Del Paso Heights Growers Alliance</a>	CA	\$244,027	Secretary	\$8,429	<b>\$8,429</b>	2024
<a href="#">Mckeesport Meals On Wheels Inc</a>	PA	\$295,500	Coordinator	\$26,000	<b>\$30,027</b>	2024
<a href="#">Marys Kitchen</a>	CA	\$233,459	Chairperson	\$68,000	<b>\$70,009</b>	2023
<a href="#">Michigan Ag Council Inc</a>	MI	\$232,961	Excutive Director	\$29,311	<b>\$35,036</b>	2024
<a href="#">Garfield Community Farm Inc</a>	PA	\$226,257	Executive Director	\$52,573	<b>\$60,715</b>	2024
<a href="#">Incubator Kitchen Collective</a>	KY	\$307,620	Executive Di	\$54,546	<b>\$67,866</b>	2024
<a href="#">Kgcusa Inc</a>	NY	\$215,486	Member	\$15,900	<b>\$16,639</b>	2024
<a href="#">Fox Valley Food For Health Inc</a>	IL	\$317,807	Executive Di	\$43,846	<b>\$51,394</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Souper Bowl Of Caring Inc</a>	TX	\$213,452	Executive Di	\$78,000	<b>\$90,358</b>	2024
<a href="#">Community Food Initiatives</a>	OH	\$323,073	Past Director	\$29,162	<b>\$35,770</b>	2024
<a href="#">Louisville Grows Incorporated</a>	KY	\$201,786	Former Executive Director	\$57,743	<b>\$71,844</b>	2024
<a href="#">Grow Jackson</a>	MI	\$332,851	Executive Director	\$67,388	<b>\$80,551</b>	2024
<a href="#">Fertile Groundworks</a>	CA	\$199,551	Executive Director	\$49,176	<b>\$49,176</b>	2024
<a href="#">Arkansas Association Of</a>	AR	\$195,930	Program Admin	\$36,000	<b>\$48,246</b>	2023
<a href="#">Maine Food And Beverage Education Center</a>	ME	\$193,225	Executive Director	\$65,000	<b>\$75,376</b>	2024
<a href="#">Just Hope Inc</a>	NC	\$192,459	Executive Director	\$50,400	<b>\$60,309</b>	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 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 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	<b>33</b> organizations. Compensation range \$14–\$198,829; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$266,589); for reference, expenses \$381,806 and assets \$102,178. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Anna Jackson, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	88 <sup>th</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 (Anna Jackson) 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 33 similarly situated organizations (Same NTEE sector (K99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,000 is reasonable (approximately the 88<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.