

# Harvest Rural Feeding Services Inc

Executive Director / CEO

EIN 932991680  
 AR · NTEE K30  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Lisa Carlson, Executive Director / CEO** (\$8,550) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

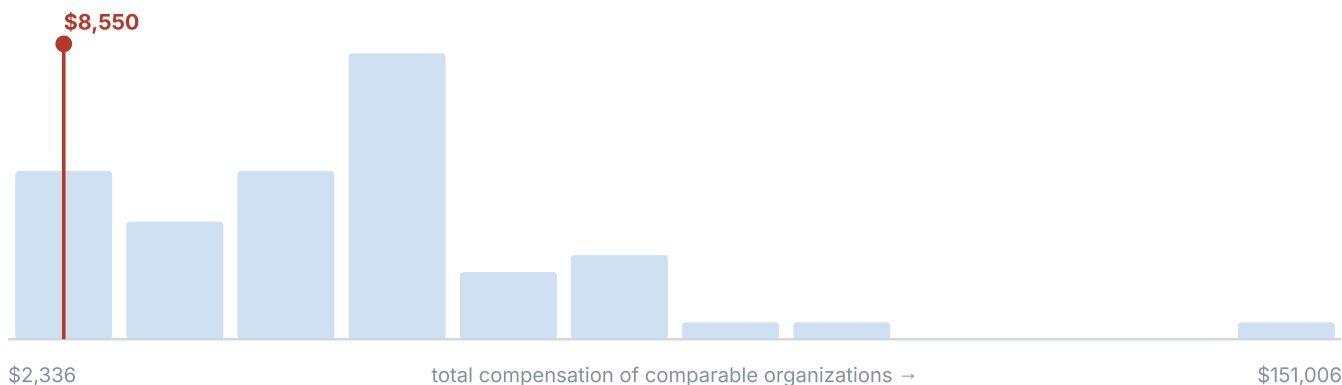
**Benchmarked executive:** Lisa Carlson — reported title "OFFICER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$109,421 and \$244,974 — 0.67x to 1.50x the subject's \$163,316 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

**56** organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,242	\$19,487	\$39,868	\$47,389	\$67,377	<b>\$8,550</b>
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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
<a href="#">Dulles South Soup Kitchen Inc</a>	VA	\$162,569	Director	\$36,000	<b>\$31,742</b>	2024
<a href="#">Healthy Kids Katering Service Of Paterson Inc</a>	NJ	\$162,422	Director	\$12,064	<b>\$10,127</b>	2023
<a href="#">Snack In A Backpack Inc</a>	GA	\$165,273	Director	\$31,763	<b>\$29,164</b>	2024
<a href="#">Utah Charities</a>	UT	\$158,774	President	\$10,400	<b>\$9,720</b>	2024
<a href="#">Novick Urban Farm</a>	PA	\$170,617	Project Manager	\$45,215	<b>\$41,175</b>	2024
<a href="#">Hungry Heroes Incorporated</a>	SC	\$171,853	President	\$61,213	<b>\$60,039</b>	2023
<a href="#">Stillwater Mobile Meals Inc</a>	OK	\$172,720	Executive Dir.	\$44,358	<b>\$44,604</b>	2024
<a href="#">Forsyth Backpack Program</a>	NC	\$153,389	Executive Director	\$18,343	<b>\$16,862</b>	2025
<a href="#">Emerge Inc</a>	CT	\$173,477	President	\$26,250	<b>\$21,896</b>	2025
<a href="#">Vittles For Vets</a>	VA	\$175,714	President/director	\$8,462	<b>\$7,461</b>	2024
<a href="#">Community Food Bank</a>	IN	\$149,069	Manager	\$12,000	<b>\$11,556</b>	2024
<a href="#">Gumdrops Nfp</a>	IL	\$148,370	President	\$31,200	<b>\$28,011</b>	2024
<a href="#">Taunton Area Community Table Inc</a>	MA	\$144,909	Director	\$39,000	<b>\$32,948</b>	2023
<a href="#">Hunger Impact Partners</a>	MN	\$184,195	Chief Exec O	\$167,352	<b>\$151,006</b>	2024
<a href="#">Feed Buffalo Inc</a>	NY	\$141,575	Executive Director	\$74,254	<b>\$63,082</b>	2023
<a href="#">Bethany Center</a>	OH	\$186,012	President	\$40,000	<b>\$39,831</b>	2023
<a href="#">Giving In Kindness In Arkansas Inc</a>	AR	\$189,359	President And Director	\$45,788	<b>\$46,999</b>	2024
<a href="#">Cooking For Long Island Veterans</a>	NY	\$190,012	Officer	\$16,000	<b>\$13,203</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Germantown Help Inc</a>	MD	\$190,606	Exec Director/ceo	\$75,734	<b>\$66,567</b>	2023
<a href="#">Friday Night Supper Program Inc</a>	MA	\$191,069	Executive Director	\$59,173	<b>\$48,558</b>	2024
<a href="#">Alliance For Better Nutrition Inc</a>	IN	\$132,378	President/se	\$44,735	<b>\$43,080</b>	2024
<a href="#">Gorham Ecumenical Food Pantry</a>	ME	\$196,126	Executive Director	\$13,500	<b>\$12,709</b>	2023
<a href="#">East Kentucky Dream Center Inc</a>	KY	\$197,997	Director	\$28,229	<b>\$27,695</b>	2024
<a href="#">Community Markets Inc</a>	WV	\$204,602	Operations Manager	\$47,259	<b>\$46,726</b>	2024
<a href="#">Soup For The Soul Org Inc</a>	KY	\$204,886	Program Manager	\$42,952	<b>\$43,385</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR cost of living and 2025 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 56 organizations. Compensation range \$2,336–\$151,006; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$163,316); for reference, expenses \$90,719 and assets \$75,768. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Lisa Carlson, reported title "*OFFICER*", 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** 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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	5 <sup>th</sup>
Reportable pay only (column D), adjusted	9 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 (Lisa Carlson) 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 56 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,550 is reasonable (approximately the 5<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.