

Gathering Together Inc

Executive Director / CEO

EIN 134228147

IN · NTEE P74

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Linneman, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **1877** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Kimberly Linneman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P74).
BUDGET	Total revenue between \$115,408 and \$258,378 — 0.67x to 1.50x the subject's \$172,252 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

1,877 organizations qualified on sector, size, and geography → **1,877** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,350	\$21,034	\$38,222	\$58,285	\$75,462	\$80,000
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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 IN 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
East Sabine Senior Services Inc	TX	\$172,236	Member	\$20,625	\$19,564	2024
Justice Matters Inc	KS	\$172,152	Lead Organizer	\$21,681	\$22,211	2024
See Forward Ukraine Inc	MA	\$172,141	Executive Dir.	\$50,000	\$42,606	2024
Western Montana Gay And Lesbian	MT	\$172,396	Executive Director	\$41,503	\$43,676	2023
Richmond Senior Servicesinc	NY	\$171,987	Executive Director	\$56,290	\$48,234	2024
Ide Center Apartments li Inc	OH	\$172,521	Ceo/president	\$18,970	\$19,615	2023
Ifs Empowerment Center	TX	\$171,941	President & Ceo	\$24,550	\$23,287	2024
Real Dads Network Incorporated	NY	\$172,618	President	\$21,176	\$18,145	2024
World Grace Project	IA	\$172,620	Community Outreach	\$55,700	\$59,541	2023
Common Ground Healing Arts	VA	\$171,879	Excutive Director	\$28,688	\$27,042	2023
First Gethsemane Center For Family Development Inc	KY	\$172,706	Board Member	\$7,643	\$8,017	2023
Dree's Plahouse Christian Academy Inc	IN	\$172,755	Executive Director	\$1,500	\$1,544	2023
The Israel Story Inc	OH	\$171,747	President	\$91,253	\$94,357	2023
Asi - Birmingham Inc	MN	\$171,740	President/tr	\$65,715	\$63,393	2023
Jose's Closet Inc	AZ	\$172,789	President	\$38,150	\$34,792	2024
Guilford Adult Care Inc	NC	\$171,665	Board Member	\$35,735	\$36,048	2023
Heart For The City	AZ	\$172,910	President / Ceo	\$14,833	\$13,527	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Stanford Charitable Corporation	TX	\$171,494	Executive Dir.	\$32,448	\$29,986	2025
Yolandas World Of Learning Center Inc	LA	\$173,066	President	\$4,506	\$4,705	2024
Cavetime Inc	OK	\$173,078	Executive Director	\$100,362	\$107,890	2023
Positive Behavior Support Community	NY	\$173,087	Executive Director	\$32,400	\$28,583	2023
Thanks Mom & Dad Fund Inc	GA	\$173,128	Int. Exec. Dir.	\$36,685	\$36,011	2023
Shanti Childrens Foundation	CO	\$173,147	President And Treasurer	\$33,000	\$30,892	2023
Universal City Supportive Housing	MN	\$171,303	President/tr	\$68,006	\$62,079	2025
Hope Restored Human Services Inc	MA	\$171,160	President	\$13,000	\$10,792	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	1877 organizations. Compensation range \$106–\$362,897; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$172,252); for reference, expenses \$318,832 and assets \$404,160. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kimberly Linneman, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 236 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 37 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	92 nd
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	80 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 (Kimberly Linneman) 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 1877 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 92nd 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.