

Goldman Family Foundation

Executive Director / CEO

EIN 201465976
 PA · NTEE T20
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Jerilyn A Zimmerman, Executive Director / CEO** (\$10,675) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Jerilyn A Zimmerman — reported title "ASSISTANT 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

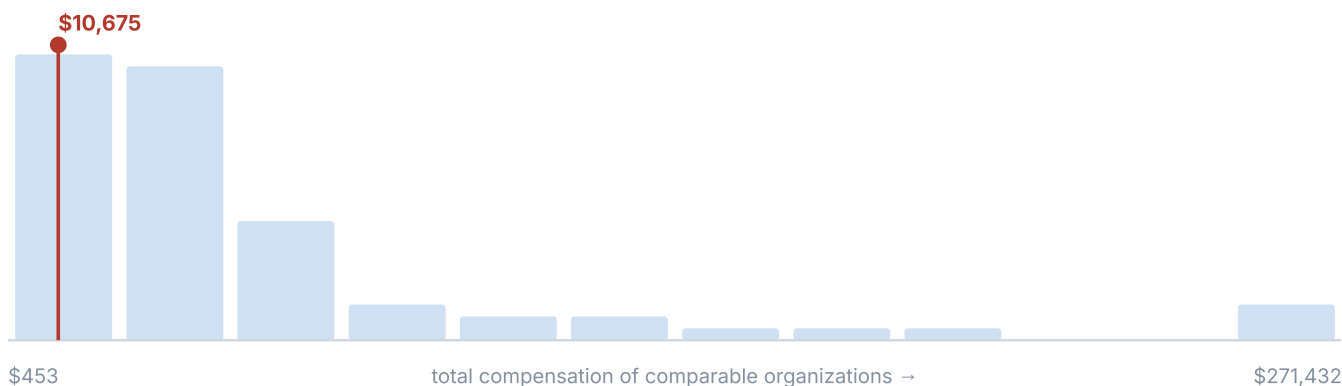
SECTOR Organizations sharing the subject's NTEE classification (T20).

BUDGET Total revenue between \$15,903 and \$35,605 — 0.67x to 1.50x the subject's \$23,737 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,566	\$13,515	\$31,086	\$58,136	\$116,596	\$10,675
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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 PA 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
Leonard And Diane Sherman Family	IL	\$23,334	Treasurer	\$80,133	\$78,999	2024
David E Smith Family Foundation Inc	CA	\$24,201	Vp/ceo/treas.	\$5,806	\$5,027	2024
Albi Fund Institute And Lab	CA	\$24,309	President & Ceo (As Of 12/1/2024)	\$25,798	\$22,338	2024
Shirley And Robert Raymer Supporting	CA	\$23,072	Assistant Treasurer	\$50,736	\$43,932	2024
Community Hospice Foundation	NC	\$23,065	Director	\$1,826	\$1,892	2024
Boyd Family Foundation Inc	GA	\$24,471	Director/secretary	\$21,408	\$21,585	2024
Make A Difference Endowment Inc	AL	\$24,472	President/ Executive Direc	\$182,459	\$203,502	2023
Belle & Isidor Eisenberg Family Support	MI	\$22,879	Treasurer	\$26,189	\$27,106	2024
Pawhuska Public School Foundation Inc	OK	\$24,644	Treasurer	\$2,600	\$2,956	2023
Southwestern Foundation	TX	\$22,791	Trustee & President	\$155,488	\$160,575	2023
Edenburt Charitable Fund	WA	\$24,782	Treasurer	\$23,010	\$20,658	2024
Ncf Corporation	FL	\$25,000	Former Director/president	\$42,642	\$41,357	2023
Steel Founders' Society Foundation	IL	\$25,112	Executive Vice President	\$44,119	\$43,494	2024
Spring Grove Commercial Club	MN	\$25,127	Gambling Manager	\$3,000	\$2,973	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kr Fund Inc	MD	\$25,146	President & Public Dir. Until 07/24	\$30,197	\$28,310	2024
Jimmie Heuga Legacy Foundation For Ms	CO	\$22,127	Exec Director, Secretary	\$30,000	\$29,698	2023
Caro Community Hospital Endowment	MI	\$21,954	President & Ceo	\$99,518	\$103,004	2024
Tupper Family Foundation	NJ	\$21,944	Trustee	\$6,184	\$5,537	2024
The Real Estate Trust Of Silicon Valley Community Foundation	CA	\$21,903	President	\$74,236	\$64,281	2024
Order Of The Eastern Star Of Utah	UT	\$25,613	Worthy Grand	\$1,500	\$1,585	2023
Iue Cwa Local 81359 Inc	NY	\$25,810	Co-chairman	\$500	\$453	2024
Providence Animal Center Foundation	PA	\$25,836	Executive Director	\$8,213	\$8,456	2023
Norman And Judith Jo Kreiss Family Fdn	CA	\$25,866	Treasurer	\$3,000	\$2,598	2024
Hinson Family Trust Foundation	OH	\$21,584	Asst Secretary	\$105,945	\$115,847	2023
Zimmerli Foundation Inc	SC	\$25,966	Director	\$44,976	\$47,051	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	70 organizations. Compensation range \$453–\$271,432; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$23,737); for reference, expenses \$131,908 and assets \$1,143,714. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jerilyn A Zimmerman, reported title "ASSISTANT 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	50 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	41 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 (Jerilyn A Zimmerman) 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 70 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,675 is reasonable (approximately the 21st 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.