

Zeitler Charitable Trust

Executive Director / CEO

EIN 316630851

OH · NTEE T12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Graor, Executive Director / CEO** (\$2,000) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Cynthia Graor — reported title “TRUSTEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

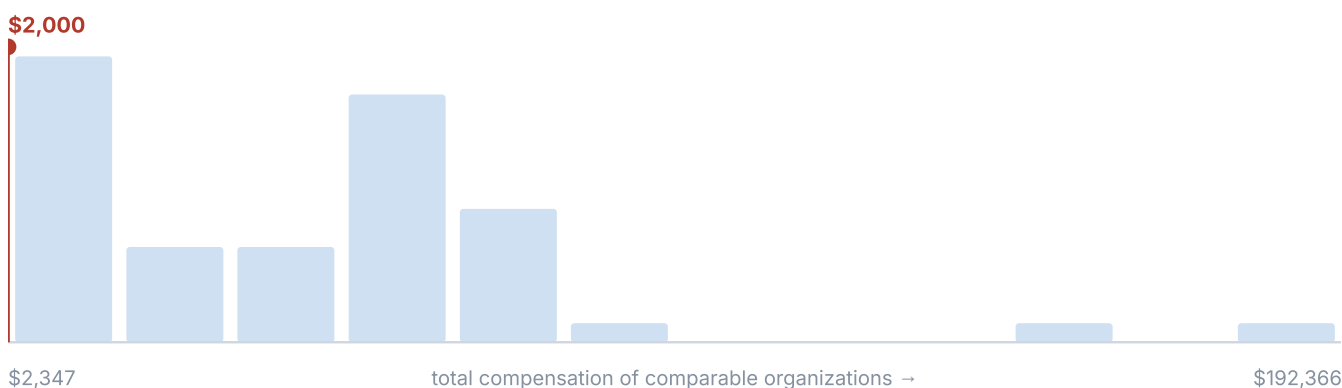
SECTOR Organizations sharing the subject's NTEE classification (T12).

BUDGET Total revenue between \$147,115 and \$329,364 — 0.67x to 1.50x the subject's \$219,576 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T12), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,450

\$16,581

\$45,178

\$62,146

\$77,093

\$2,000



● 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 OH 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
Hope For Autumn Foundation	AL	\$222,332	Executive Director	\$60,049	\$61,250	2024
Eclesia Christian Apostolic Community Inc	FL	\$222,724	Da Silva Teixeira	\$45,269	\$40,152	2024
Ur Community Cares Inc	CT	\$225,990	Executive Director	\$57,640	\$51,026	2024
Healing Hand Foundation	AK	\$212,578	Executive Di	\$40,000	\$36,106	2024
Indy Hub Foundation Inc	IN	\$228,023	President	\$80,100	\$79,752	2024
Music 4 Miracles Inc	FL	\$228,283	President	\$70,356	\$62,403	2024
Unity Music Foundation	CA	\$209,951	Secretary	\$23,168	\$19,446	2023
Crecer Foundation	KS	\$229,915	Executive Director	\$28,800	\$29,376	2024
Southwest Members Care Inc	TN	\$231,021	President	\$161,707	\$160,483	2024
Building Industry Charitable Foundation	KY	\$206,718	Executive Vice-president	\$13,400	\$13,592	2024
Air Capital Charities Inc	KS	\$233,591	President/director	\$89,357	\$91,144	2024
Bvm Foundation	VA	\$201,839	Administrati	\$2,500	\$2,347	2023
Collision Industry Foundation	VA	\$200,134	Trustee	\$7,800	\$7,111	2024
Laborers' District Council	IL	\$239,085	Chairman	\$207,244	\$192,366	2024
Love Our Veterans Inc	NC	\$245,116	President	\$77,662	\$78,002	2023
Member To Member Inc	PA	\$192,950	President & Ceo	\$77,918	\$73,363	2024
All For Lunch Inc	GA	\$247,690	Executive Director	\$30,000	\$28,480	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Hatedust Project Inc	CA	\$190,966	President	\$20,145	\$16,909	2023
The Lifeshare Foundation	OK	\$248,336	Chief Executive Officer	\$48,631	\$50,559	2024
Tony Laudadio Foundation	TX	\$186,253	Executive Director	\$9,000	\$8,500	2024
Straight Street International	TN	\$253,475	Treasurer	\$41,000	\$41,892	2023
The Care Collaborative Inc	MA	\$185,282	Executive Director	\$25,904	\$21,978	2024
Mvp Foundation	AZ	\$181,500	Executive Director	\$60,000	\$56,090	2023
Childrens Network Internationa	GA	\$261,184	Ceo/cfo	\$9,600	\$9,383	2023
Robert U & Roberta Goldman Family	IL	\$177,349	Treasurer And Assistant Secretary	\$80,133	\$74,380	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 48 organizations. Compensation range \$2,347–\$192,366; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$219,576); for reference, expenses \$109,301 and assets \$2,660,979. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Cynthia Graor, reported title "*TRUSTEE*", 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 12 peers 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	2 nd

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 (Cynthia Graor) 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 48 similarly situated organizations (Same NTEE sector (T12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,000 is reasonable (approximately the 0th 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.