

Pax Inc

Executive Director / CEO

EIN 320568438

NH · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rama Ziegenhals, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **838** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

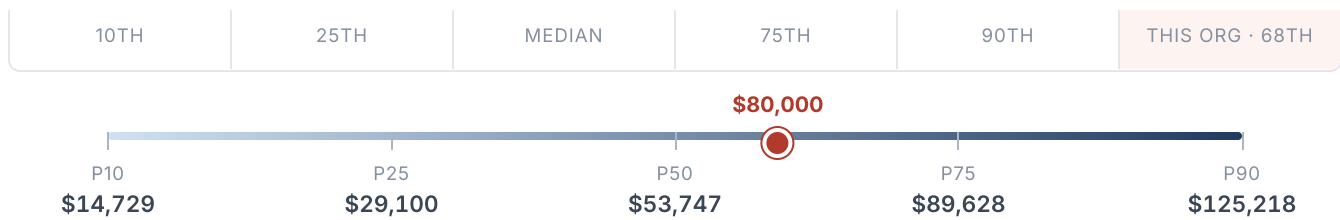
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$143,530 and \$321,336 — 0.67x to 1.50x the subject's \$214,224 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

838 organizations qualified on sector, size, and geography → **838** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,729	\$29,100	\$53,747	\$89,628	\$125,218	\$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 NH 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
Very Bold Ministries Inc	TX	\$214,154	President/di	\$82,500	\$89,375	2024
Choosing Love Ministries Inc	OK	\$214,304	Executive Dir.	\$82,395	\$98,258	2024
Fathers Touch Ministries Inc	CA	\$214,121	President	\$90,000	\$84,165	2024
Living Church	VA	\$214,069	President	\$80,200	\$86,341	2023
Vox Populi Mariae Mediatrici	OH	\$214,386	Treasurer	\$23,830	\$27,334	2024
Espada De Dos Filos Ministerios Ebenezer	CA	\$214,423	Chief Executive Officer	\$72,000	\$67,332	2024
Cups Cafe Inc	OH	\$214,460	Executive Di	\$49,167	\$58,063	2023
Solid Rock Apostolic And Prophetic	CA	\$214,546	Ceo	\$78,000	\$72,943	2024
Golf Fore Christ Inc	CO	\$214,623	President	\$30,000	\$31,154	2024
Upon The Rock Ministries Inc	WV	\$213,762	President	\$19,516	\$22,885	2024
Refuge Kc Inc	MO	\$213,754	Executive Director	\$66,000	\$75,706	2024
Throne Of Grace Ministries	GA	\$214,871	Chairman	\$161,157	\$175,489	2024
Arborspring Retreat House	CA	\$213,572	President & Chair	\$82,013	\$76,696	2024
Worklife Inc	GA	\$215,087	Ceo/director	\$127,392	\$142,819	2023
Empowering Leadership International	TX	\$213,310	President	\$91,235	\$101,758	2023
Iglesia Pentecostal Unida Hispana De Salisbury Inc	MD	\$215,151	President	\$20,000	\$20,848	2023
Alpha Omega Ministries	MT	\$215,159	Executive Di	\$38,941	\$45,460	2024
Healing Rain Ministries	OH	\$213,203	President	\$27,600	\$32,594	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ezekiel Academy Inc	AL	\$215,409	Ex-officio	\$23,598	\$27,610	2024
Shema Center For Christian Formation	CA	\$215,497	Ceo	\$104,400	\$97,632	2024
Mir Ministries	TX	\$215,688	Secretary/treasurer	\$76,404	\$85,216	2023
Intentional Intimacy International Inc	TN	\$215,698	Secretary	\$4,500	\$5,123	2024
Church Trainer Inc	TN	\$215,720	President	\$105,600	\$120,213	2024
Harvest Of Life Inc	FL	\$215,899	Chairman	\$32,500	\$33,065	2024
St Clare Sisters Retreat Ministry Inc	FL	\$212,449	Secretary/treasurer	\$8,000	\$8,139	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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 838 organizations. Compensation range \$60–\$512,555; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$214,224); for reference, expenses \$159,792 and assets \$377,822.

ROLE MATCH Rama Ziegenhals, reported title *"Chairperson"*, 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 15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 22 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	68 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	68 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 (Rama Ziegenhals) 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 838 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 68th 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.