

Multicultural Integrated Kidney

Executive Director / CEO

EIN 450520604

OR · NTEE G44

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Justin Zellinger, Executive Director / CEO** (\$87,072) against **every comparable organization** that fit the selection criteria — **261** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

Benchmarked executive: Justin Zellinger — 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 (G44).

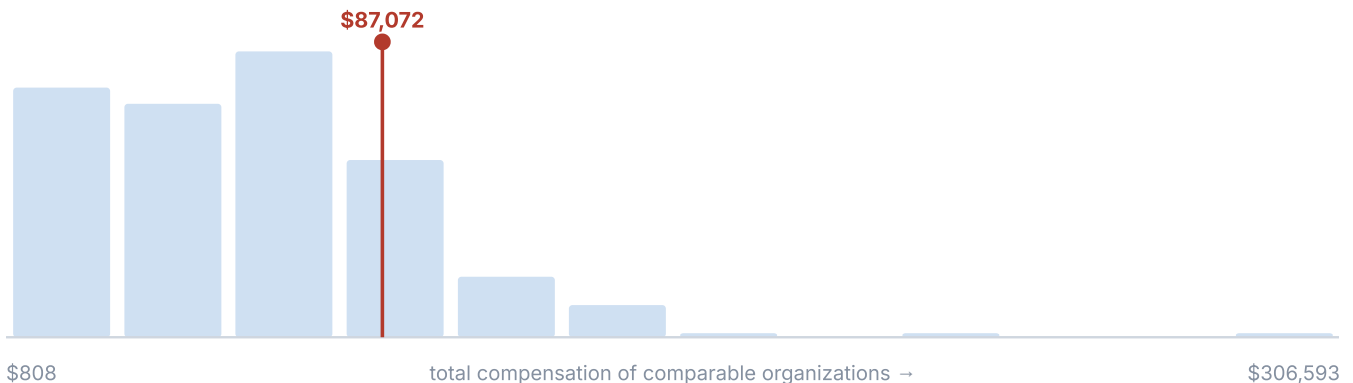
BUDGET Total revenue between \$145,476 and \$325,693 — 0.67x to 1.50x the subject's \$217,129 (the band tightens as size grows).

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

261 organizations qualified on sector, size, and geography

→ **261** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,819

\$27,280

\$57,026

\$80,698

\$101,159

\$87,072



● 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 OR 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
Truth Aid Inc	NY	\$217,468	President	\$83,918	\$94,523	2021
Ramsey Keller Memorial	MT	\$216,710	President	\$51,500	\$58,239	2025
Spina Bifida Association Of Kentucky Inc	KY	\$216,564	Executive Director	\$43,016	\$51,236	2023
Atlanta Neuroscience Foundation Inc	GA	\$216,350	Ceo - Ani	\$23,983	\$25,967	2024
Ag For Autism	AR	\$216,270	Assistant	\$5,000	\$6,052	2024
Pandas Networkorg	CA	\$215,894	Executive Director	\$55,000	\$51,141	2024
Community Services For Sight	PA	\$218,609	President/ceo	\$49,930	\$55,201	2023
Asd Adult Achievement Center Inc	FL	\$218,689	President	\$26,900	\$28,016	2023
Madeline Fiadini Lore Foundation	NJ	\$215,532	Executive Director	\$18,000	\$17,817	2023
South Dakota Parkinson Foundation	SD	\$214,691	Executive Director	\$35,948	\$43,984	2023
Mission Vision Inc	PA	\$219,644	Board Member	\$25,000	\$26,846	2024
Pheo Alliance Inc	VA	\$214,437	Executive Dir.	\$73,334	\$76,247	2024
Diabetes Association Inc	MA	\$214,302	President/ceo	\$37,728	\$36,508	2024
Simply From The Heart Foundation	IL	\$220,389	Founder	\$13,200	\$14,387	2023
Epilepsy Foundation Of Virginia Inc	VA	\$213,744	Executive Director	\$58,000	\$60,304	2024
Hope Horses Inc	AL	\$213,219	Executive Di	\$45,000	\$53,896	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bexa Equity Alliance	CA	\$221,528	Executive Director	\$175,000	\$162,722	2024
National Odd Shoe Exchange	AZ	\$212,121	President	\$90,000	\$93,205	2024
International Association Of	CA	\$211,790	Executive Director	\$50,000	\$46,492	2024
Ms Impossible	WA	\$211,521	Ceo	\$16,775	\$16,173	2024
Rocky Mountain Hemophilia And	MT	\$222,947	Executive Di	\$81,953	\$95,127	2024
Hocus Focus Inc	AR	\$211,300	President	\$48,000	\$58,099	2024
Enrichment Center For The Blind And Visually Impaired	NJ	\$223,055	Director	\$25,704	\$24,713	2024
Hope For Hie	MI	\$223,106	Executive Director	\$86,047	\$98,464	2023
Lighthouse For Hope Inc	AZ	\$223,212	Executive Director	\$64,229	\$68,481	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	261 organizations. Compensation range \$808–\$306,593; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$217,129); for reference, expenses \$247,194 and assets \$20,363.
ROLE MATCH	Justin Zellinger, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this 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 3 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	81 st
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	77 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 (Justin Zellinger) 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 261 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,072 is reasonable (approximately the 81st 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.