

The Zone Afterschool Program

Executive Director / CEO

EIN 454955787

NE · NTEE O20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Powell, Executive Director / CEO** (\$65,416) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (O20).

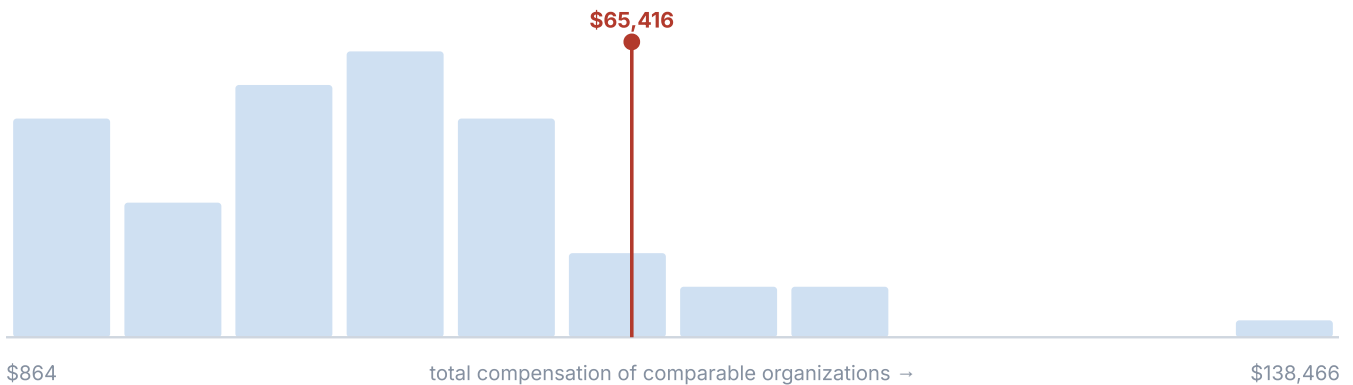
BUDGET Total revenue between \$154,002 and \$344,782 — 0.67x to 1.50x the subject's \$229,855 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography

→ **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,639	\$18,460	\$36,429	\$50,282	\$66,385	\$65,416
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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 NE 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
Buffalo Cove Outdoor Education Center Inc	NC	\$229,976	Executive Director	\$63,462	\$62,580	2024
Tribe- Seminole Heights Inc	FL	\$229,675	Director	\$42,000	\$40,356	2022
Streets 517 Ministries	MI	\$229,470	Executive Di	\$46,542	\$47,201	2023
Center For Restorative Practice	CA	\$232,767	Executive Director	\$98,098	\$83,229	2023
Lindenhurst Youth Services Board Inc	NY	\$233,314	Director	\$42,760	\$36,875	2024
Fulton County Youth Center Inc	IN	\$234,351	Executive Dir.	\$24,760	\$25,655	2023
White Oak Athletic Club	OH	\$236,688	Treasurer	\$5,800	\$6,036	2023
Youth & Families Determined To Succeed	MN	\$236,743	Executive Director	\$12,000	\$11,650	2023
Ymca Woodson Park Qalib Inc	GA	\$220,494	Chief Executive Officer	\$36,068	\$35,633	2023
Rocksolid Community Teen Center	WA	\$240,936	Executive Dir.	\$70,000	\$58,269	2025
The Degood Foundation	VA	\$241,261	Executive Director	\$9,419	\$8,679	2024
Reb Sports Academy Inc	OH	\$242,165	Director	\$4,125	\$4,293	2023
Teen Center Usa	CA	\$242,595	Executive Director	\$54,080	\$45,883	2023
Crystal Lake Teen Center	IL	\$244,067	President And Executive Director	\$1,500	\$1,408	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Premier Athletics For Youth Development	MI	\$245,424	Director	\$30,800	\$30,340	2024
Blackfoot Community Center	ID	\$245,899	Executive Dir.	\$51,241	\$53,558	2023
Harlan Christian Youth Center Inc	IN	\$211,807	President	\$56,692	\$57,056	2024
Troy Youth Association Inc	NY	\$210,151	Executive Direc	\$27,520	\$24,434	2023
Boys And Girls Club Of Pleasants Co	WV	\$209,604	Executive Director	\$51,876	\$55,187	2023
Hilliard High School Hockey Club	OH	\$250,149	Director Of	\$12,282	\$12,095	2025
Loaves And Fishes Ministry Inc	NC	\$208,558	Executive Director	\$48,960	\$48,279	2024
Green River Outreach For Wilderness	WY	\$207,601	Camp Director	\$38,521	\$39,366	2024
Excellence & Ambition Inc	MD	\$252,294	Executive Director	\$39,434	\$35,184	2024
Pal Of Cape Cod Inc	MA	\$254,633	Treasurer/secretary	\$1,200	\$1,059	2023
Missionfit	MD	\$255,682	Executive Director	\$85,000	\$75,840	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE cost of living and 2025 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 NE 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	78 organizations. Compensation range \$864–\$138,466; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$229,855); for reference, expenses \$233,767 and assets \$295,184.
ROLE MATCH	Kimberly Powell, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	90 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	87 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 Powell) 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 78 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,416 is reasonable (approximately the 90th 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.