

# Grow Ahead Foundation

Executive Director / CEO

EIN 461047083  
 OR · NTEE Q32  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Ryann Zinn, Executive Director / CEO** (\$21,000) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Ryann Zinn — reported title “Executive Director Board Pre”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (Q32).

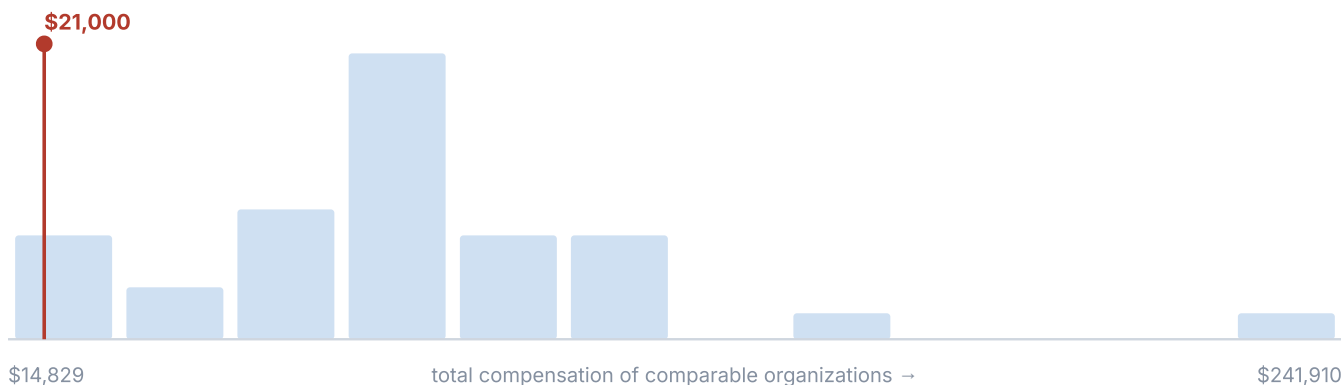
**BUDGET** Total revenue between \$196,448 and \$439,809 — 0.67x to 1.50x the subject's \$293,206 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Q32), nationwide + budget 0.67–1.5x revenue.

**32** organizations qualified on sector, size, and geography

→ **32** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$32,423

\$60,084

\$82,825

\$95,686

\$112,240

**\$21,000**

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$21,000



## ■ 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 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
<a href="#">Native Future</a>	ME	\$286,586	President	\$62,500	<b>\$65,459</b>	2024
<a href="#">One World Goods Inc</a>	NY	\$300,498	Store Manager	\$59,387	<b>\$56,128</b>	2024
<a href="#">Junior Achievement Of The Desert Southwest</a>	TX	\$285,477	President	\$78,018	<b>\$84,038</b>	2023
<a href="#">20 Liters</a>	MI	\$284,894	Executive Director	\$28,087	<b>\$30,322</b>	2024
<a href="#">Jungle Ministry</a>	WA	\$284,502	President/ex	\$80,422	<b>\$75,310</b>	2024
<a href="#">Junior Achievement Of Southwest</a>	VA	\$302,302	President	\$82,581	<b>\$83,398</b>	2024
<a href="#">Nehemiah Gateway Usa Inc</a>	CO	\$281,973	President	\$85,000	<b>\$85,248</b>	2024
<a href="#">Summit Initiative</a>	WA	\$277,114	Executive Director	\$120,000	<b>\$112,371</b>	2024
<a href="#">Junior Achievement Of The Ocoee Region</a>	TN	\$310,470	President	\$93,593	<b>\$100,246</b>	2025
<a href="#">Hope Border Institute</a>	TX	\$268,242	Executive Director	\$53,074	<b>\$55,529</b>	2024
<a href="#">Be There Ministries</a>	VA	\$266,817	Founder	\$40,000	<b>\$41,589</b>	2023
<a href="#">Nivas Inc</a>	CO	\$260,322	President/executive Director	\$82,012	<b>\$82,251</b>	2024
<a href="#">House On The Hill Inc</a>	KY	\$256,964	President	\$86,000	<b>\$96,640</b>	2024
<a href="#">Farms International Inc</a>	MN	\$253,049	Executive Di	\$60,985	<b>\$61,403</b>	2025
<a href="#">Beyond Capital Fund</a>	TX	\$249,507	Treasurer/se	\$80,000	<b>\$83,701</b>	2024
<a href="#">Ibec Ventures</a>	PA	\$243,259	Managing Director	\$116,100	<b>\$124,674</b>	2023
<a href="#">Junior Achievement Of Eastern North</a>	NC	\$345,533	President And Ceo	\$105,074	<b>\$110,629</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Junior Achievement Of Southern Ma</a>	MA	\$346,789	President & Ceo	\$90,424	<b>\$87,499</b>	2023
<a href="#">African Hospitality Institute</a>	WA	\$235,222	Field Director	\$80,000	<b>\$77,127</b>	2023
<a href="#">Center For Growth And Opportunity</a>	UT	\$227,736	President	\$143,888	<b>\$154,030</b>	2024
<a href="#">Aquaclara Reach Inc</a>	NY	\$224,320	Director	\$86,121	<b>\$81,395</b>	2024
<a href="#">Thomas Jefferson Institute For The Study Of World Politics</a>	DC	\$365,689	President	\$256,004	<b>\$241,910</b>	2023
<a href="#">Soul Foundation Inc</a>	MD	\$372,845	Chair	\$96,921	<b>\$94,774</b>	2024
<a href="#">Georgie Badiel Foundation Inc</a>	NY	\$373,925	Ceo	\$98,010	<b>\$95,368</b>	2023
<a href="#">Global Leadership Inc</a>	GA	\$205,959	Executive Di	\$105,600	<b>\$111,056</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR cost of living and 2023 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>32</b> organizations. Compensation range \$14,829–\$241,910; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$293,206); for reference, expenses \$158,256 and assets \$338,147. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Ryann Zinn, reported title <i>"Executive Director Board Pre"</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	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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	9 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</sup>

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 (Ryann Zinn) 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 32 similarly situated organizations (Same NTEE sector (Q32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,000 is reasonable (approximately the 3<sup>rd</sup> 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.