

# Thunderzoll Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Robert Zoller, Executive Director / CEO** (\$15,500) against **every comparable organization** that fit the selection criteria — **749** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

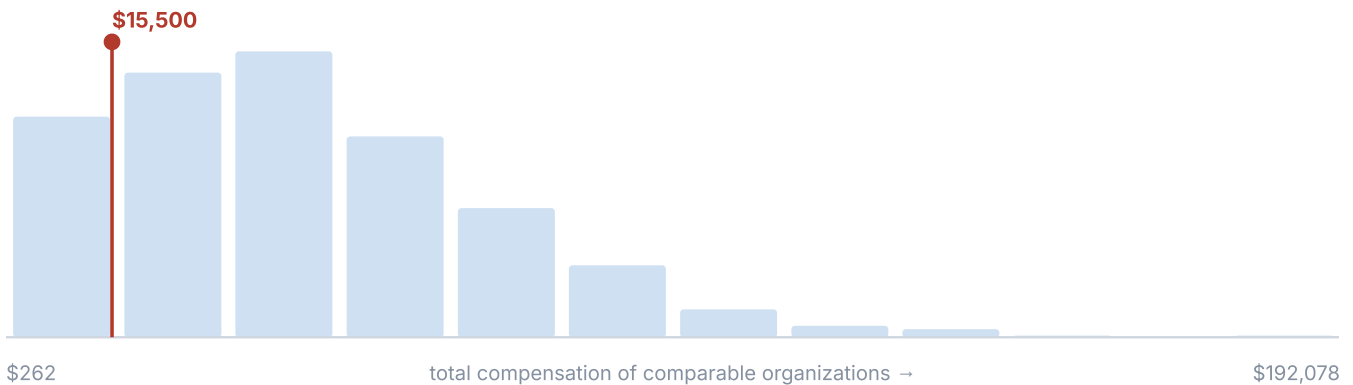
**Benchmarked executive:** Robert Zoller — reported title “Chairman”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$137,187 and \$307,135 — 0.67x to 1.50x the subject's \$204,757 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**749** organizations qualified on sector, size, and geography → **749** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,821	\$22,734	\$39,356	\$59,804	\$80,014	\$15,500
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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 KS 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="#">Night Off The Streets Inc</a>	NV	\$204,652	President	\$60,000	<b>\$52,679</b>	2025
<a href="#">Starfish Project Foundation</a>	KS	\$205,094	President	\$6,984	<b>\$6,984</b>	2023
<a href="#">Live Oak Mental Wellness Project Inc</a>	CA	\$205,144	Ceo	\$14,368	<b>\$11,155</b>	2024
<a href="#">Hitha Healing House Inc</a>	MI	\$204,220	President	\$5,102	<b>\$4,613</b>	2025
<a href="#">Uptown Association Inc</a>	MN	\$204,192	Executive Dir.	\$70,000	<b>\$62,188</b>	2024
<a href="#">Community Services Of Central Md</a>	MD	\$205,333	President	\$13,755	<b>\$11,903</b>	2023
<a href="#">The Arc Alliance Guardianship Services</a>	PA	\$205,454	Executive Director	\$54,094	<b>\$49,933</b>	2023
<a href="#">To Whom It May Concern</a>	OH	\$203,951	Secretarydirector Prison Reentry	\$47,840	<b>\$45,556</b>	2024
<a href="#">The Latino Cancer Institute</a>	CA	\$205,874	Founder/president	\$36,000	<b>\$28,774</b>	2023
<a href="#">Moscow Contemporary Inc</a>	ID	\$203,526	Executive Director	\$35,027	<b>\$34,490</b>	2023
<a href="#">Tomaros Change</a>	DE	\$205,994	Founder, Therapist & Coach	\$49,800	<b>\$45,136</b>	2023
<a href="#">Huts For Vets</a>	CO	\$203,467	Executive Director/treasurer	\$60,000	<b>\$53,254</b>	2023
<a href="#">The Village For Rhode Island Foster</a>	RI	\$206,058	Director	\$3,340	<b>\$2,964</b>	2023
<a href="#">Ken Turner Ministries</a>	TN	\$203,360	Board Member	\$90,800	<b>\$88,346</b>	2023
<a href="#">Vineyard Community Services</a>	MN	\$203,346	Executive Director	\$12,000	<b>\$10,976</b>	2023
<a href="#">The Still Place Inc</a>	NC	\$203,343	Executive Di	\$32,750	<b>\$31,323</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Trinity Community Commons</a>	TN	\$206,215	Executive Director	\$85,000	<b>\$80,330</b>	2024
<a href="#">Basics In Milwaukee Inc</a>	WI	\$203,191	Executive Director	\$54,833	<b>\$51,487</b>	2024
<a href="#">Return To Zero Hope Inc</a>	CA	\$206,705	Executive Director	\$59,400	<b>\$46,116</b>	2024
<a href="#">Destination Canal Winchester</a>	OH	\$202,723	Executive Di	\$45,000	<b>\$44,118</b>	2023
<a href="#">Hoofbeatz Horses &amp; Humans In Harmony</a>	AZ	\$206,931	Vice President	\$28,910	<b>\$25,736</b>	2023
<a href="#">Main Street Ministries Inc</a>	KS	\$206,949	Secretary	\$5,750	<b>\$5,585</b>	2024
<a href="#">Seven Baskets Community Development Corporation</a>	OH	\$202,529	Executive Director	\$3,960	<b>\$3,674</b>	2025
<a href="#">Hospitality Industry Protection Fund</a>	MI	\$206,990	President	\$40,883	<b>\$37,939</b>	2024
<a href="#">The Long Short Road Inc</a>	PA	\$207,159	President & Ceo	\$92,032	<b>\$82,516</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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>749</b> organizations. Compensation range \$262–\$192,078; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$204,757); for reference, expenses \$203,075 and assets \$6,341.
ROLE MATCH	Robert Zoller, reported title " <i>Chairman</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**RELATED-ORG PAY** 33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 13 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	17 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	15 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	16 <sup>th</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 (Robert Zoller) 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 749 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,500 is reasonable (approximately the 17<sup>th</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.