

Minot Area Men's Winter Refuge

Executive Director / CEO

EIN 464794800

ND · NTEE L41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Zimmer, Executive Director / CEO** (\$71,000) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Michael Zimmer — 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 (L41).

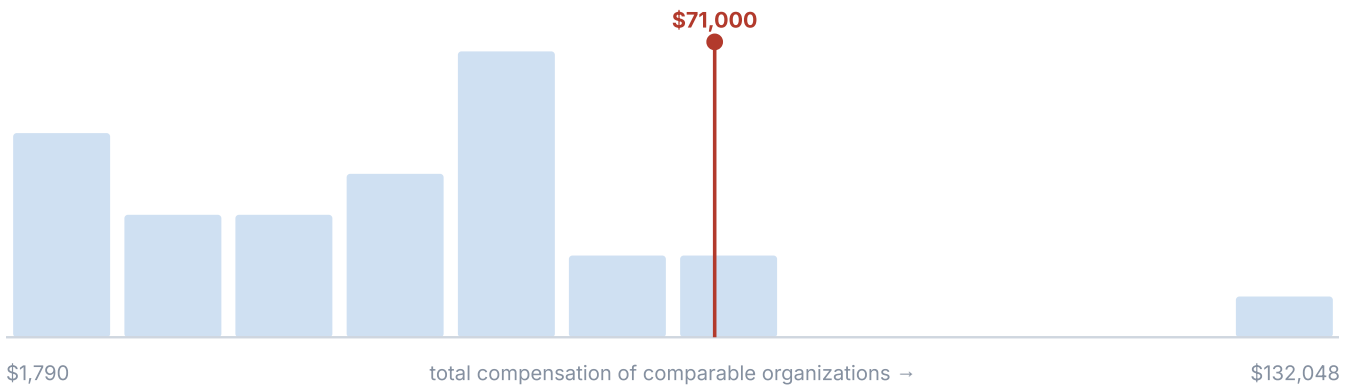
BUDGET Total revenue between \$92,518 and \$207,132 — 0.67x to 1.50x the subject's \$138,088 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography

→ **27** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$7,596	\$19,596	\$42,971	\$52,862	\$64,420	\$71,000
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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 ND 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
Shelters By Jesus	ME	\$144,543	Member	\$39,791	\$36,308	2024
Lotus Community Project Inc	IA	\$125,909	Executive Di	\$41,956	\$41,862	2024
Blessed Sarnelli Communityinc	PA	\$150,834	Director	\$10,844	\$9,854	2024
Friendship House	ME	\$156,400	Executive Dir.	\$54,860	\$50,058	2024
View The Future Inc	OR	\$157,528	Executive Di	\$26,924	\$22,784	2024
Florence House Housing Corp	ME	\$117,609	Interim President And Ceo	\$47,322	\$43,179	2024
Family Promise Of Burlington County	NJ	\$160,669	Exec. Director	\$51,302	\$42,971	2023
Interfaith Family Services	NJ	\$114,881	Executive Di	\$63,946	\$52,026	2024
New Beginnings For Families Inc	MA	\$164,666	President, Ceo	\$40,437	\$32,259	2025
Twin Cities Rescue Mission	CA	\$110,389	Executive Director	\$4,500	\$3,646	2023
Hh Cares Inc	KY	\$109,139	Executive Director	\$10,250	\$10,331	2023
Pals N Pets Inc	CA	\$170,910	Executive Dir.	\$76,085	\$61,636	2023
Marie Adelaide Center Inc	NJ	\$171,372	Vice Pres/di	\$66,000	\$53,697	2024
Number One Single Room Occupancy Hdgc	NY	\$174,179	Interim Ceo To 4/3/23 & Bd Director	\$36,280	\$30,756	2023
Mason County Housing Options For Students In Transition	WA	\$178,912	Executive Director	\$81,667	\$68,595	2023
Dignity First	ME	\$179,716	Executive Director	\$27,342	\$24,949	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
My Sisters House Ministries Inc	KS	\$180,242	President	\$134,135	\$132,048	2024
Welcome House Inc	ND	\$187,335	Executive Dir.	\$50,846	\$50,846	2024
Northwoods Homeless Shelters Inc	WI	\$190,778	Executive Di	\$50,444	\$48,006	2024
Warriors Once Again	SC	\$194,138	Executive Di	\$17,040	\$16,199	2024
Free From Hardship La Inc	CA	\$201,115	Executive Director	\$5,197	\$4,210	2023
Emergency Housing And Advocacy	NJ	\$201,876	Executive Di	\$68,000	\$55,324	2024
The Shelter Inc	IN	\$202,582	Executive Director	\$1,810	\$1,790	2023
E S T H E R Homes Inc	MN	\$202,775	Executive Director	\$84,480	\$76,066	2024
Family Promise Of Lewis Clark Valley Inc	ID	\$206,175	Executive Dir.	\$58,000	\$56,223	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND 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 ND 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	27 organizations. Compensation range \$1,790–\$132,048; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$138,088); for reference, expenses \$173,757 and assets \$133,470.
ROLE MATCH	Michael Zimmer, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 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	93 rd
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	81 st

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 (Michael Zimmer) 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 27 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,000 is reasonable (approximately the 93rd 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.