

Zing Life Services Inc

Executive Director / CEO

EIN 465747985

NC · NTEE E70

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Nykedra Brown, Executive Director / CEO** (\$38,948) against **every comparable organization** that fit the selection criteria — **95** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

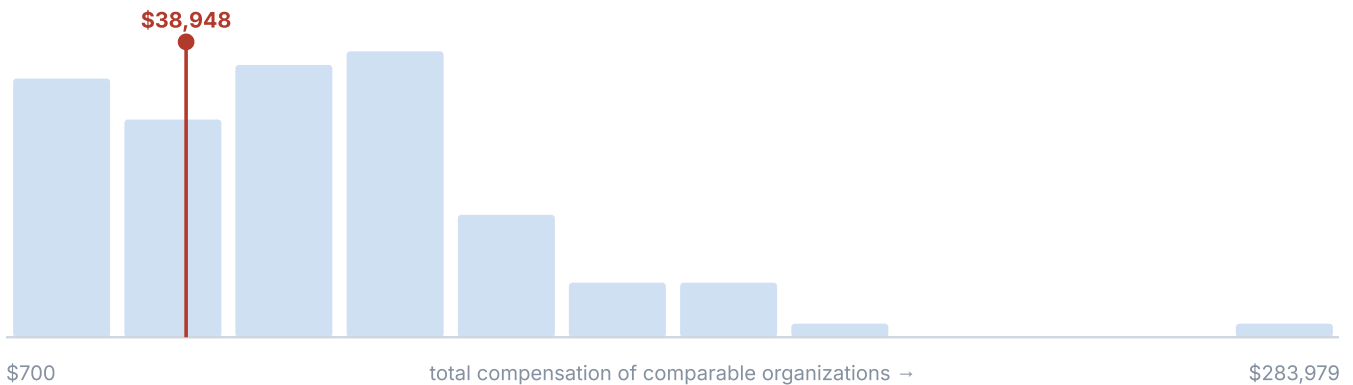
Benchmarked executive: Nykedra Brown — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E70).
BUDGET	Total revenue between \$142,415 and \$318,840 — 0.67x to 1.50x the subject's \$212,560 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

95 organizations qualified on sector, size, and geography → **95** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,526	\$29,190	\$62,719	\$90,559	\$121,407	\$38,948
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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 NC 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
Environment And Human Health Inc	CT	\$211,641	Director, President	\$121,127	\$112,822	2024
Gogebic Range Health Foundation	MI	\$214,383	Executive Di	\$8,245	\$8,454	2024
Salud Mas Bienstar Inc	KS	\$210,275	Co-exec Dire	\$43,898	\$47,112	2024
Carmella Rose Health Foundation	OH	\$210,164	Executive Di	\$42,539	\$46,080	2023
The Connecticut Association Of School	CT	\$215,330	Executive Director	\$95,000	\$88,487	2024
Strategy Media Inc	CA	\$209,571	President	\$119,754	\$102,726	2024
Acupuncture Healing Arts Inc	PA	\$215,607	Founder/director	\$63,200	\$64,459	2023
Project Brotherhood A Black Mens Mens Clinic	IL	\$215,700	Executive Director	\$94,250	\$92,049	2024
Association For Size Diversity & Health	AZ	\$215,746	Vision & Strategy Leader	\$45,159	\$44,419	2023
Learn To Live	LA	\$215,809	Executive Director	\$34,750	\$38,012	2024
Project Life	NC	\$216,392	Executive Dir.	\$86,544	\$91,458	2023
Mi Promotor De Salud Inc	TX	\$216,723	Secretary To 11/12/24	\$52,300	\$51,972	2024
Betty A Dodson Foundation Inc	NJ	\$208,091	President	\$71,938	\$63,806	2024
Death With Dignity Political Fund	OR	\$218,061	Managing Director	\$17,338	\$15,995	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Marketing Research Association Institute Inc	VT	\$218,193	Executie Director	\$100,000	\$99,990	2024
Nashville General Hospital Foundation	TN	\$206,437	Executive Director	\$68,613	\$71,646	2024
Musician Treatment Foundation Of Austin Texas Inc	TX	\$220,586	Executive Director Vp	\$92,000	\$94,122	2023
Harmony Health Foundation	CA	\$220,833	Director	\$20,833	\$18,399	2023
Lopa Foundation	LA	\$203,618	Ceo	\$11,147	\$12,194	2024
Asian Resource Center	OH	\$201,990	Executive Di	\$38,346	\$40,347	2024
Alaska Center For Fasd	AK	\$224,295	Executive Director	\$107,308	\$101,916	2024
Illinois Rural Health Association	IL	\$200,232	Executive Director	\$63,350	\$60,275	2025
The Committee To Reduce Infection	CT	\$196,577	Chairman	\$118,800	\$110,654	2024
New Directions Of Decatur County Inc	IN	\$229,917	Executive Dir.	\$55,000	\$59,321	2023
Lmhf Strive To Thrive Program Inc	NY	\$230,991	Director, Strive To Thrive	\$79,600	\$71,455	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 95 organizations. Compensation range \$700–\$283,979; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$212,560); for reference, expenses \$213,418 and assets \$215.
ROLE MATCH	Nykedtra Brown, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	31 st
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	23 rd

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 (Nykedtra Brown) 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 95 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,948 is reasonable (approximately the 31st 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.