

Frank & Kathleen Blair & Christine

Executive Director / CEO

EIN 562325591

MD · NTEE T20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary T Zimmerman, Executive Director / CEO** (\$7,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Mary T Zimmerman — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T20).

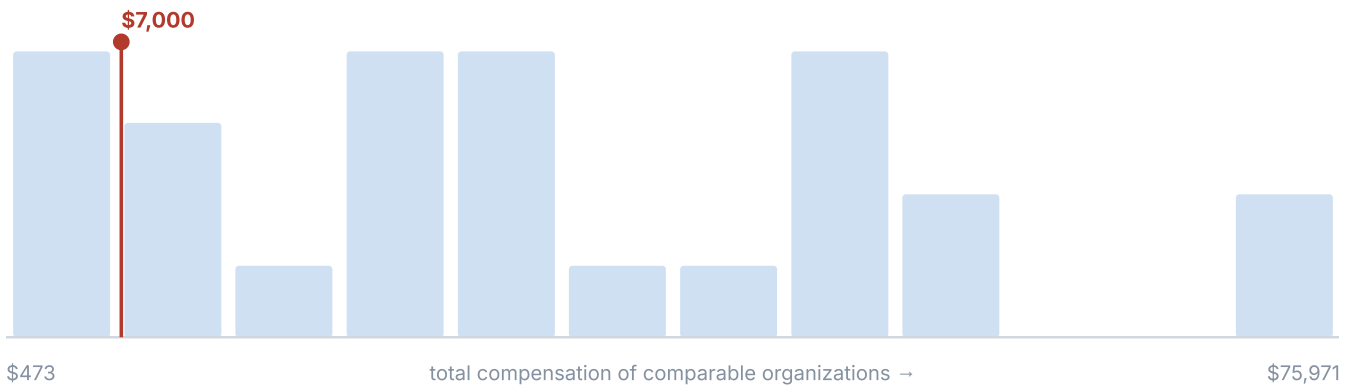
BUDGET Total revenue between \$94,881 and \$212,421 — 0.67x to 1.50x the subject's \$141,614 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,529	\$14,132	\$28,927	\$45,241	\$54,524	\$7,000
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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 MD 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
Friends Of Fmc Foundation Inc	MT	\$141,318	Foundation Director	\$17,481	\$20,155	2024
Education Foundation Of Greenville	MI	\$142,913	Executive Di	\$11,273	\$12,446	2024
Renaissance Newark Foundation Inc	NJ	\$145,804	Past Secretary	\$24,905	\$23,784	2024
Greenwood Heritage Foundation	SC	\$129,555	President/ceo	\$45,508	\$52,281	2023
Architectural Woodwork Institute	VA	\$128,460	Secretary	\$45,856	\$47,359	2024
Interfaith Caregivers Inc	NY	\$122,420	Executive Director	\$57,046	\$56,766	2023
Bunny And Alan Bernstein Family	MD	\$160,864	Public Director	\$36,499	\$36,499	2024
Albers Family Affiliated Fund Of Occf	OK	\$169,601	Secretary/trustee	\$25,864	\$31,363	2023
First Baptist Church Of Phoenix	AZ	\$170,980	Treasurer (Thru 12/23)	\$29,610	\$30,459	2024
The Langford Family Foundation	FL	\$110,132	Director	\$5,113	\$5,138	2024
Ancor Foundation Inc	VA	\$109,806	Chief Executive Officer	\$66,140	\$70,325	2023
Kansas Farm Bureau Legal Foundation	KS	\$175,550	President/di	\$21,168	\$24,461	2024
Kelley Family Foundation	OH	\$180,150	Secretary	\$26,221	\$28,940	2025
Bonifacio Place Inc	CA	\$180,523	Ceo	\$47,732	\$45,389	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Mabel Fire Dept Relief Association	MN	\$101,861	Gambling Manager	\$5,600	\$5,919	2024
The Dove Foundation	VA	\$98,402	President	\$458	\$473	2024
Stanley J Bushman Supporting Foundation	KS	\$97,738	President & Ceo	\$16,608	\$19,191	2024
Eden Incorporated	IL	\$185,739	Intl Director	\$42,600	\$44,797	2024
Continental Divide Color Guard Circuit	CO	\$185,947	Treasurer	\$1,000	\$1,026	2024
Maxwell And Marjorie Jospey	MI	\$94,989	Treasurer	\$26,189	\$28,914	2024
Faith Foundation Of Central Florida Inc	FL	\$194,655	Executive Director	\$49,000	\$47,968	2025
Bigfork Playhouse Children's	MT	\$198,369	Vice Preside	\$64,000	\$75,971	2023
Growing Years Children's Academy	CA	\$206,512	President	\$26,000	\$24,724	2023
Us Presidential Scholars Foundation	MA	\$206,776	Interim Exec Director	\$7,520	\$7,228	2024
White Family Supporting Foundation	KS	\$207,970	Executive Director	\$36,272	\$43,152	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 26 organizations. Compensation range \$473–\$75,971; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$141,614); for reference, expenses \$142,963 and assets \$1,755,978.
ROLE MATCH	Mary T Zimmerman, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	15 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	12 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 (Mary T Zimmerman) 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 26 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,000 is reasonable (approximately the 15th 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.