

# Zoro International Ministries Inc

Executive Director / CEO

EIN 814768512

TN · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Zoro, Executive Director / CEO** (\$182,500) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Zoro — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

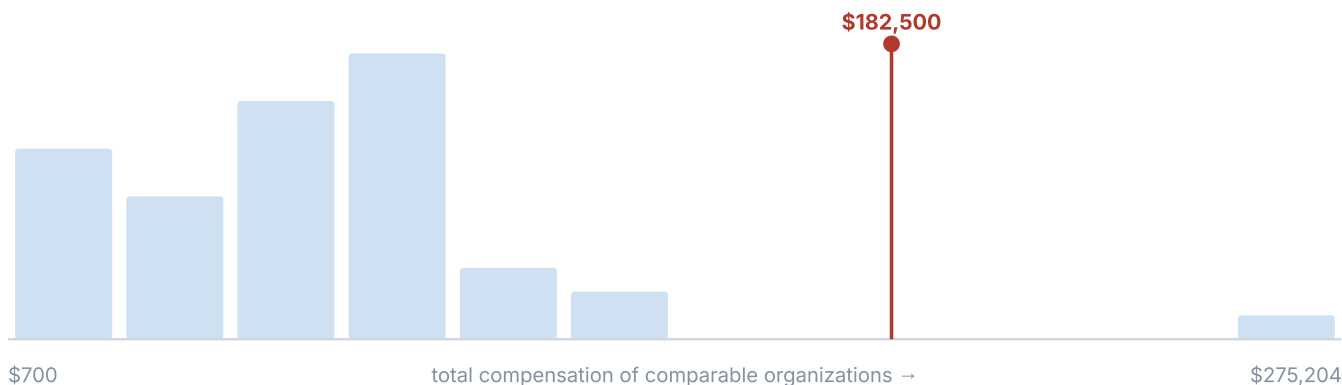
**SECTOR** Organizations sharing the subject's NTEE classification (X20).

**BUDGET** Total revenue between \$132,821 and \$297,361 — 0.67x to 1.50x the subject's \$198,241 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20) + TN + budget 0.67–1.5x revenue.

**42** organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,950	\$31,921	\$64,118	\$83,227	\$105,535	\$182,500
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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 TN 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="#">Christ Community Church Smyrna</a>	TN	\$200,381	President	\$51,430	<b>\$51,430</b>	2024
<a href="#">Reba Rambo Ministries</a>	TN	\$201,689	President	\$59,000	<b>\$59,000</b>	2024
<a href="#">Don Whitt Evangelistic Association Inc</a>	TN	\$207,856	President	\$10,500	<b>\$10,500</b>	2024
<a href="#">Authentic Movement</a>	TN	\$210,496	President	\$64,700	<b>\$64,700</b>	2024
<a href="#">Love Reality Inc</a>	TN	\$185,971	President	\$700	<b>\$700</b>	2024
<a href="#">Intentional Intimacy International Inc</a>	TN	\$215,698	Secretary	\$4,500	<b>\$4,500</b>	2024
<a href="#">Church Trainer Inc</a>	TN	\$215,720	President	\$105,600	<b>\$105,600</b>	2024
<a href="#">International Leadership Coalition</a>	TN	\$216,164	Executive Director	\$56,000	<b>\$56,000</b>	2024
<a href="#">The Free Range Pastor</a>	TN	\$179,506	Chair	\$66,425	<b>\$66,425</b>	2024
<a href="#">Sepal Corporation</a>	TN	\$177,847	President	\$33,335	<b>\$33,335</b>	2024
<a href="#">Eternal Vision Ministries Inc</a>	TN	\$219,089	President	\$22,300	<b>\$22,959</b>	2023
<a href="#">Pursue Ministries</a>	TN	\$173,906	Director-president	\$83,600	<b>\$83,600</b>	2024
<a href="#">Recovery Refuge</a>	TN	\$227,392	Executive Di	\$120,905	<b>\$120,905</b>	2024
<a href="#">United Kingdom Partnership</a>	TN	\$228,296	Director And Coordinator	\$15,000	<b>\$15,000</b>	2024
<a href="#">2seconds Org</a>	TN	\$233,960	Chairman	\$68,870	<b>\$70,904</b>	2023
<a href="#">Brazil River Of Life Ministries</a>	TN	\$162,445	Executive Director	\$31,090	<b>\$31,090</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hallal Worship Inc</a>	TN	\$235,214	Executive Di	\$82,107	<b>\$82,107</b>	2024
<a href="#">Cbm Of The Upper Cumberland Region Of Tn Inc</a>	TN	\$235,607	Ceo	\$23,377	<b>\$24,067</b>	2023
<a href="#">Shepherds Heart International</a>	TN	\$235,790	Executive Director	\$6,000	<b>\$6,000</b>	2024
<a href="#">Shepherds Inn Inc</a>	TN	\$236,601	Executive Director	\$48,000	<b>\$49,418</b>	2023
<a href="#">Central Christian Fellowship</a>	TN	\$159,283	President	\$31,449	<b>\$31,449</b>	2024
<a href="#">First Love Ministries International Inc</a>	TN	\$237,483	President	\$75,500	<b>\$77,730</b>	2023
<a href="#">Gps Life Journey Inc</a>	TN	\$239,546	President	\$79,557	<b>\$79,557</b>	2024
<a href="#">The Apple Of His Eye Mission Society</a>	TN	\$240,830	President, Founder	\$111,841	<b>\$111,841</b>	2024
<a href="#">Via Veritas Inc</a>	TN	\$242,145	President & Ceo	\$75,098	<b>\$75,098</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	42 organizations. Compensation range \$700–\$275,204; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$198,241); for reference, expenses \$186,681 and assets \$33,979.
ROLE MATCH	Zoro, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**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	98 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	98 <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 (Zoro) 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 42 similarly situated organizations (Same NTEE sector (X20) + TN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$182,500 is reasonable (approximately the 98<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.