

# Idaho Anti Trafficking Coalition Inc

Executive Director / CEO

EIN 825160711

ID · NTEE F42

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jennifer Zielinski, Executive Director / CEO** (\$64,167) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jennifer Zielinski — 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 (F42).

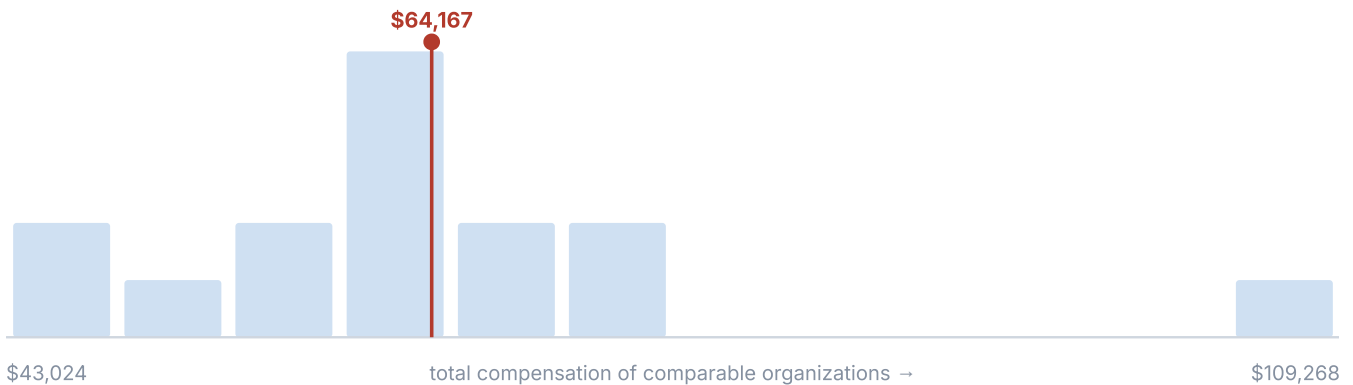
**BUDGET** Total revenue between \$303,441 and \$679,347 — 0.67x to 1.50x the subject's \$452,898 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F42), nationwide + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$47,752	\$55,524	\$62,855	\$67,578	\$72,926	\$64,167
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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 ID 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="#">The Shafer Center For Crisis Intervention</a>	MS	\$450,069	Director	\$55,660	<b>\$56,602</b>	2024
<a href="#">Pickens County Advocacy Center Inc</a>	SC	\$477,140	Executive Director	\$65,219	<b>\$62,125</b>	2024
<a href="#">Rape Crisis Center Of Robeson County</a>	NC	\$415,796	Executive Director	\$66,462	<b>\$62,703</b>	2024
<a href="#">Turning Point Women's Counseling</a>	PA	\$415,138	Executive Director	\$52,431	<b>\$49,151</b>	2023
<a href="#">Rape Counselors Of East Alabama Inc</a>	AL	\$397,716	Executive Director	\$107,594	<b>\$109,268</b>	2023
<a href="#">Pueblo Rape Crisis Services Inc</a>	CO	\$396,153	Executive Director	\$72,547	<b>\$63,517</b>	2024
<a href="#">Sexual Assault And Family Violence</a>	WY	\$375,458	Executive Di	\$65,000	<b>\$63,552</b>	2024
<a href="#">Center For Sexual Assault Survivors</a>	VA	\$366,290	Executive Director	\$61,757	<b>\$54,445</b>	2024
<a href="#">Willowbend Farms Inc</a>	TN	\$561,931	Ceo	\$74,398	<b>\$71,405</b>	2024
<a href="#">The Upper Ohio Valley Sexual Assault Hel</a>	WV	\$570,757	Exective Director	\$46,000	<b>\$46,820</b>	2023
<a href="#">Sexual Assault Response And</a>	VA	\$333,429	Executive Di	\$86,088	<b>\$73,940</b>	2025
<a href="#">Statesboro Regional Sexual Assault Center Inc</a>	GA	\$321,322	Director	\$72,857	<b>\$68,864</b>	2023
<a href="#">Project Response Inc</a>	NE	\$613,992	Executive Director	\$69,290	<b>\$66,292</b>	2025
<a href="#">Children's Center For Hope &amp; Healing</a>	GA	\$632,954	Former Executive Director	\$66,500	<b>\$62,855</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Jackson County Sart</a>	OR	\$643,734	Executive Director	\$50,741	<b>\$43,024</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	15 organizations. Compensation range \$43,024–\$109,268; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$452,898); for reference, expenses \$473,671 and assets \$6,403.
ROLE MATCH	Jennifer Zielinski, reported title <i>"EXECUTIVE DIRECTOR"</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	67 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	73 <sup>rd</sup>
All sources (D + E + F), adjusted	67 <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 (Jennifer Zielinski) 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 10, 2026, comparing compensation against 15 similarly situated organizations (Same NTEE sector (F42), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,167 is reasonable (approximately the 67<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.