

Anne Arundel Connecting Together Inc

Executive Director / CEO

EIN 832013555
 MD · NTEE X90
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Katie Zinler, Executive Director / CEO** (\$105,725) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

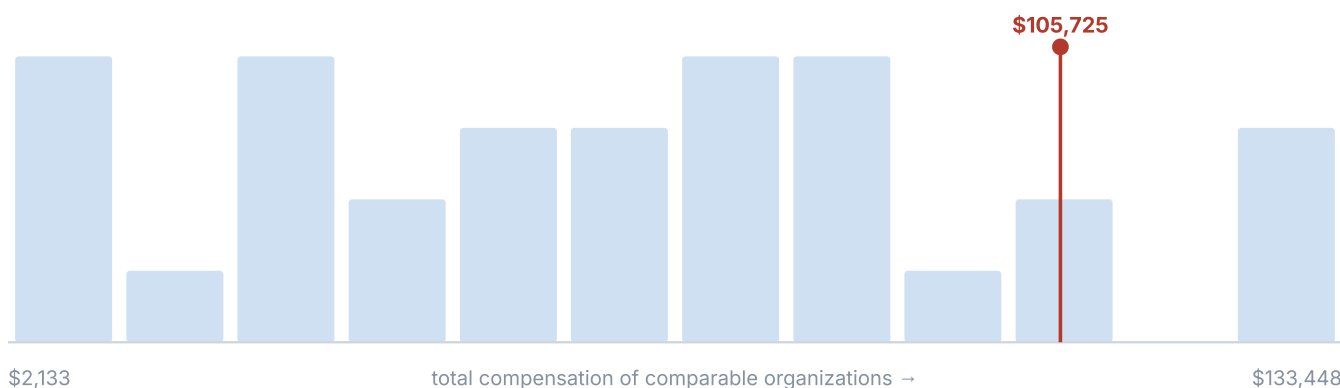
Benchmarked executive: Katie Zinler — reported title “KEY EMPLOYEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (X90).
- BUDGET** Total revenue between \$121,442 and \$271,885 — 0.67x to 1.50x the subject's \$181,257 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (X90), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,619	\$32,363	\$65,003	\$85,559	\$108,053	\$105,725
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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
Mecca 20 20 Incorporated	FL	\$178,000	Program Director	\$34,680	\$34,848	2024
Knowing Him Ministries	CO	\$190,068	Director	\$37,278	\$38,234	2024
Iraqi Christian Relief Council	IL	\$192,230	President	\$79,216	\$83,301	2024
Leachman Ministries	CO	\$194,981	Directorspiritual Director	\$130,112	\$133,448	2024
Stride Ministries	UT	\$195,527	Chair	\$112,029	\$122,642	2024
Arizona Interfaith Movement	AZ	\$197,769	Executive Di	\$73,250	\$75,351	2024
Movement West Michigan	MI	\$198,776	Executive Di	\$81,209	\$89,657	2024
Frank Damazio Ministries	OR	\$201,116	Director	\$30,000	\$29,799	2024
Foundation For Spiritual Development	CA	\$206,450	Executive Dir.	\$85,136	\$80,957	2023
The Trucking Collective Inc	MI	\$206,839	Executive Director	\$96,051	\$106,044	2024
Every Bible Counts Inc	CA	\$208,047	Secretary Director	\$12,320	\$11,379	2024
Awakeningsusa Org	TX	\$208,734	President/di	\$100,988	\$108,053	2024
City Vision	MN	\$208,740	Executive Director	\$124,982	\$132,095	2024
School Of Metaphysics	MO	\$153,111	Director	\$2,400	\$2,719	2024
Innerfaith Disciple House	TX	\$210,958	President, T	\$21,600	\$23,111	2024
Romania Leadership Ministries	IL	\$147,628	Exec Director	\$53,285	\$56,033	2024
Espavo	NV	\$144,178	Chairman	\$72,000	\$75,206	2025
Revelation Of Hope Ministries Inc	HI	\$143,550	President Ceo	\$80,000	\$76,611	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gathering Of Light Multifaith	NY	\$138,484	Sr Officiant	\$56,328	\$56,052	2023
Hope Dealer Community Inc	OH	\$225,060	Executive Director	\$59,940	\$67,906	2024
Lancaster County Interfaith Justice Organization	NE	\$234,408	Lead Organizer	\$81,795	\$94,100	2024
Thriving Inc	PA	\$126,507	President	\$2,000	\$2,133	2024
Amazon Basin Ministries Inc	TX	\$239,014	Executive Director, Co-founder	\$52,000	\$57,281	2023
Northside Outreach Center Inc	VA	\$240,404	Executive Di	\$66,153	\$66,560	2025
Club 180 Inc	KY	\$240,886	President	\$26,000	\$29,878	2024

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	31 organizations. Compensation range \$2,133–\$133,448; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$181,257); for reference, expenses \$211,634 and assets \$161,960.
ROLE MATCH	Katie Zinler, reported title <i>"KEY EMPLOYEE"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	84th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	84 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 (Katie Zinler) 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 31 similarly situated organizations (Same NTEE sector (X90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,725 is reasonable (approximately the 84th 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.