

Aidak

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Claudius Koiva Zorokong, Executive Director / CEO** (\$2,678) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Claudius Koiva Zorokong — reported title “Board Member”, 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 (Q33).

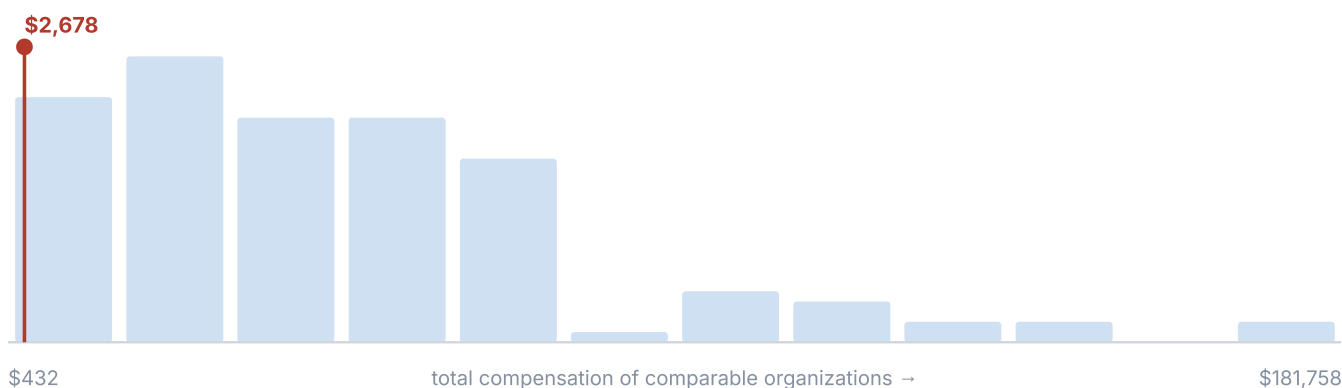
BUDGET Total revenue between \$121,331 and \$271,638 — 0.67x to 1.50x the subject's \$181,092 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

130 organizations qualified on sector, size, and geography

→ **130** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$10,309	\$22,084	\$40,212	\$62,062	\$94,311	\$2,678
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$2,678



● 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
Love Never Fails International Inc	NJ	\$181,672	Founder & Executive Director	\$44,615	\$43,866	2023
African Outreach Ministries	IL	\$180,019	Director	\$22,680	\$23,850	2024
Head First Development	UT	\$179,547	Exec. Vp, Op	\$86,278	\$97,241	2023
Breaking The Chain	NJ	\$184,311	President & Ceo	\$29,621	\$29,124	2023
Friends Of Sharing The Dream In Guatemala	SD	\$177,689	Executive Director	\$43,100	\$50,879	2024
Compassion Connection	CA	\$185,155	Ceo/president	\$79,500	\$73,428	2024
Womens And Children's Advocacy Cent	OR	\$185,789	Executive Di	\$52,699	\$50,998	2025
Canopy International Inc	TX	\$186,073	President And Director	\$121,764	\$130,282	2024
Haiti H2o	PA	\$189,785	Executive Director	\$25,000	\$26,667	2024
Raising Hope Inc	PA	\$171,014	President	\$21,140	\$22,549	2024
Romanian Children's Relief Inc	FL	\$191,256	Executive Director	\$24,800	\$24,920	2024
Ten Thousand Villages- richmond Va Inc	VA	\$191,403	Exec Dir Store Mgr	\$53,000	\$54,737	2024
Engineers Without Borders- International	CO	\$192,242	Executive Director	\$60,000	\$63,356	2023
To Cry For Grace Inc	TN	\$193,465	President	\$4,800	\$5,556	2023
Haiti Medical Mission Of Wisconsin Inc	WI	\$194,257	Executive Director	\$49,453	\$56,875	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rural Gospel & Medical Missions Of	KS	\$195,082	President	\$54,800	\$63,324	2024
Partners For Cancer Care And	MD	\$166,465	Executive Director	\$61,500	\$63,317	2023
Go Inc	OR	\$195,842	Director Of Operations	\$23,367	\$23,211	2024
Faith Revealed	ND	\$196,152	Director	\$30,000	\$35,214	2024
Vamos Adelante Foundation	IL	\$196,271	President	\$97,494	\$102,521	2024
Heart Of Christ-corazon De Cristo Inc	AL	\$165,779	President	\$11,300	\$13,058	2024
Christian Dominican Medical Mission	TX	\$165,638	Intern Director	\$5,616	\$6,009	2024
Children In The Son Inc	NC	\$198,676	Board Member And Director	\$39,319	\$43,456	2024
Children Up	IL	\$163,314	Executive Director	\$46,388	\$47,522	2025
The Small-scale Sustainable Infra-	MA	\$163,039	Treasurer	\$24,750	\$24,492	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 **130** organizations. Compensation range \$432–\$181,758; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$181,092); for reference, expenses \$181,092 and assets \$60,868.

ROLE MATCH	Claudius Koiva Zorokong, reported title <i>"Board Member"</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.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	2 nd

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 (Claudius Koiva Zorokong) 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 130 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,678 is reasonable (approximately the 3rd 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.