

Spiritual Life Society

Executive Director / CEO

EIN 872266733

OH · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alison Zuba, Executive Director / CEO** (\$27,000) against **every comparable organization** that fit the selection criteria — **292** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Alison Zuba — reported title “SECRETARY/TR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

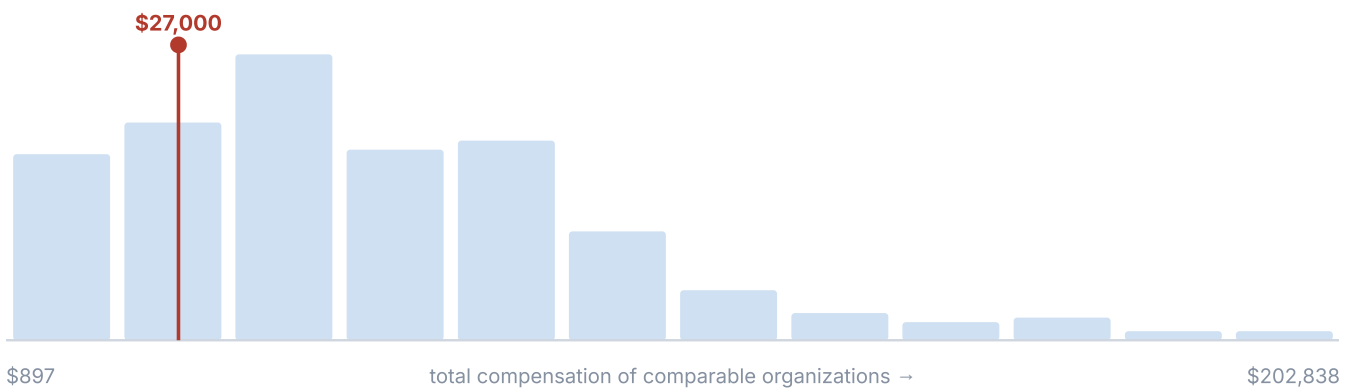
SECTOR Organizations sharing the subject's NTEE classification (X99).

BUDGET Total revenue between \$207,233 and \$463,956 — 0.67x to 1.50x the subject's \$309,304 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

292 organizations qualified on sector, size, and geography → **292** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,761	\$29,179	\$49,741	\$76,700	\$103,676	\$27,000
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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 OH 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
Equip 2 Serve Inc	AL	\$309,848	President	\$71,125	\$74,691	2023
Fam International Inc	AL	\$310,189	President	\$13,567	\$13,838	2024
Seek & Find Ministries	IL	\$310,410	President	\$63,086	\$60,286	2023
Excelling Leaders	MI	\$311,136	President	\$69,000	\$67,242	2024
Mosaic Sanctuary Inc	OK	\$305,658	President	\$7,750	\$8,295	2023
Little Sprouts Ministries Corp	IN	\$313,129	Executive Director	\$40,133	\$41,139	2023
Grunewald Ministries Inc	OK	\$305,290	President	\$158,994	\$170,178	2023
All For Jesus Inc	FL	\$305,226	Morris	\$102,692	\$91,083	2024
Faith For Today Inc	CA	\$313,736	Vice President	\$32,449	\$26,455	2024
Inspernations Inc	AZ	\$313,818	Co-founder	\$42,167	\$38,288	2024
Brethren Leadership Foundation	CO	\$303,869	Treasurer	\$1,992	\$1,803	2024
Healing Door Ministries	CO	\$303,616	Mohr	\$15,000	\$13,981	2023
Poimen Ministries	CA	\$303,501	President	\$61,118	\$49,828	2024
Nhntx Inc	TX	\$302,451	Executive Dir.	\$77,044	\$72,764	2024
K-nation Group	TX	\$302,088	Ceo	\$100,000	\$97,234	2023
Right Response Ministries	TX	\$316,802	Treasurer	\$60,410	\$58,739	2023
Indian Ministries Of North America	TN	\$316,897	President	\$44,800	\$44,461	2024
Ldi Foundation Inc	GA	\$317,419	President & Ceo	\$24,200	\$22,381	2025
Hope Academy	CA	\$300,477	Educational	\$36,000	\$30,217	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eleos Ministries Inc	MO	\$318,154	Founder & Secretary	\$66,100	\$66,100	2024
Bsf International Properties Corp	TX	\$300,014	President	\$19,915	\$18,809	2024
Marty Goetz Ministries Inc	TN	\$318,605	President	\$114,472	\$113,606	2024
Grace Haven Biblical Renewal Ministries Inc	IN	\$299,479	Counselor	\$90,180	\$89,789	2024
Ctw Ministries Inc	TX	\$298,945	Director	\$26,900	\$25,406	2024
Celebrating Life Ministries	IL	\$298,915	President	\$90,000	\$86,006	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 292 organizations. Compensation range \$897–\$202,838; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$309,304); for reference, expenses \$332,347 and assets \$31,594.

ROLE MATCH Alison Zuba, reported title "*SECRETARY/TR*", 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 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	24 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	22 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 (Alison Zuba) 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 292 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,000 is reasonable (approximately the 24th 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.