

Gathering Ground Inc

Executive Director / CEO

EIN 872492428

NJ · NTEE S21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maria Carnemolla, Executive Director / CEO** (\$38,739) against **every comparable organization** that fit the selection criteria — **168** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

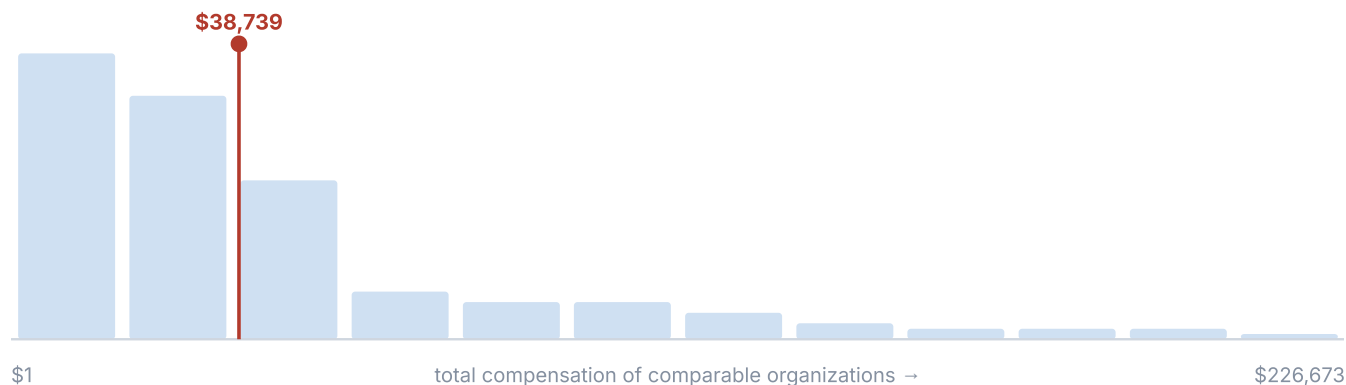
Benchmarked executive: Maria Carnemolla — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S21).
BUDGET	Total revenue between \$37,734 and \$84,480 — 0.67x to 1.50x the subject's \$56,320 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

168 organizations qualified on sector, size, and geography → **168** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,561	\$15,196	\$31,237	\$51,363	\$105,822	\$38,739
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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 NJ 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
Ste Genevieve Chamber Of Commerce	MO	\$56,211	Exec Directo	\$59,169	\$66,420	2025
The Partnership Foundation Inc	MS	\$55,821	Secretary	\$20,071	\$24,319	2024
Gurwin Affiliated Health Services Inc	NY	\$55,541	President & Ceo	\$146,884	\$148,659	2023
Local 108 Realty Corporation	NJ	\$55,175	Trustee	\$24,089	\$23,398	2024
Ghf Residential Services	ME	\$54,863	President/ceo	\$96,584	\$105,214	2024
Xuprop Co - Plaza	OH	\$57,830	President (Start 09/22)	\$53,071	\$62,957	2023
Urban Community Developers Inc	KY	\$54,511	Vice President	\$144,000	\$173,277	2023
American Ismaili Chamber Of Commerc	TX	\$54,118	Assistant Di	\$95,000	\$106,435	2023
International Heavy Haul	VA	\$54,091	Ceo	\$23,550	\$24,737	2024
Greater Haines Chamber Of Commerce	AK	\$54,003	Executive Director	\$29,812	\$33,231	2022
Salina Community Economic Development	KS	\$58,841	Executive Director	\$174,052	\$204,560	2024
Jefferson Street United Merchants	TN	\$58,984	Executive Di	\$10,600	\$12,479	2023
Main Street Lawrenceburg	TN	\$59,050	Executive Director	\$36,205	\$41,401	2024
Aledo Main Street Inc Nfp	IL	\$59,053	Executive Di	\$46,230	\$48,169	2025
Will County Community Action	IL	\$53,465	Fiscal Agent	\$9,683	\$10,662	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bridge Homes Inc	CA	\$59,215	Vice President & Cfo/director	\$120,312	\$116,359	2023
Westcamp Inc	UT	\$59,435	Director	\$43,940	\$50,369	2023
Unlimited Potential Properties Inc	NY	\$59,579	Chief Executive Officer	\$13,438	\$13,600	2023
Advancect Foundation Inc	CT	\$52,816	President	\$24,386	\$24,874	2024
Regional Economic Development And Energy	NY	\$60,050	President	\$106,965	\$105,151	2024
James Solomon Civic Association Inc	NJ	\$60,104	Trustee	\$4,500	\$4,500	2023
Trellis Community Development	AZ	\$60,219	Ceo (Thru July 2024)	\$5,027	\$5,260	2024
Virginia Society Of Professional	VA	\$52,347	Cfo	\$16,500	\$17,332	2024
Temple Business League	TX	\$60,300	Executive Director	\$18,000	\$19,589	2024
Professional Medical Staff Memorial Hospital Of Gardena	CA	\$60,466	Chief Executive Officer	\$1,200	\$1,128	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **168** organizations. Compensation range \$1–\$226,673; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$56,320); for reference, expenses \$440,300 and assets \$776,449. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Maria Carnemolla, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	66 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	60 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	38 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 (Maria Carnemolla) 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 168 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,739 is reasonable (approximately the 60th 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.