

Path With Heart Community Inc

Executive Director / CEO

EIN 991257263
 CA · NTEE X30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jill Zimmerman, Executive Director / CEO** (\$17,000) against **every comparable organization** that fit the selection criteria — **315** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

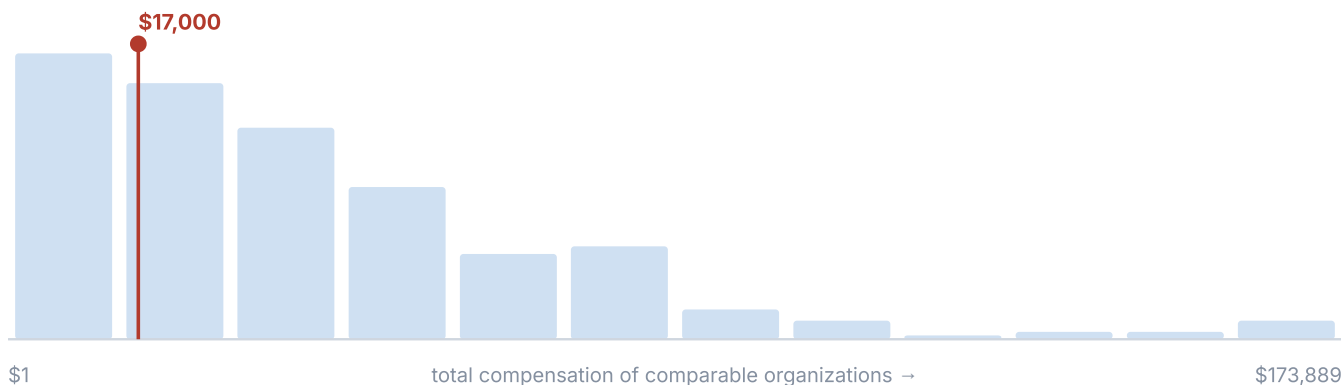
Benchmarked executive: Jill Zimmerman — reported title “Exec Dir”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X30).
BUDGET	Total revenue between \$54,580 and \$122,196 — 0.67x to 1.50x the subject's \$81,464 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

315 organizations qualified on sector, size, and geography → **315** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,445	\$14,772	\$32,161	\$55,320	\$83,183	\$17,000
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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 CA 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
Peace Ambassadors Usa	TN	\$81,417	President	\$22,000	\$27,572	2023
San Simeon By The Sound	NY	\$81,588	Cfo	\$14,333	\$15,442	2023
Be Loved And Be Love Inc	AZ	\$81,307	President	\$18,000	\$20,047	2024
Military Chaplains Association Of The United States Of America	PA	\$81,300	Executive Director	\$21,000	\$24,252	2024
Sherwood Christian Outreach Center	PA	\$80,957	President	\$26,500	\$30,604	2024
Good News For Little People	TN	\$80,900	President	\$23,205	\$28,247	2024
Fairview Mountain Ministries Inc	NC	\$82,041	Executive Directornon Voting	\$41,960	\$50,209	2024
The Museum Of Catholic Art And History	OH	\$80,722	Executive Director	\$60,368	\$76,233	2023
The Journey Center	CA	\$80,696	Executive Dir.	\$32,120	\$33,069	2023
Men Of Resolution	CA	\$82,247	President	\$6,000	\$6,000	2024
Stephen Tong Evangelistic Ministries International	OH	\$82,410	President And Missionary	\$18,500	\$22,692	2024
Steve Henshaw Ministry Inc	MO	\$82,655	President	\$134,710	\$165,233	2024
Ywca Mclean County Foundation	IL	\$80,269	Ceo/presiden	\$8,752	\$9,707	2025
Ministerio International El Shadai Corp	FL	\$82,662	President	\$12,000	\$13,440	2023
Heartstream Resources	NC	\$82,843	President	\$22,789	\$28,075	2023
Oracle Religious Association	DC	\$83,156	Exec. Director	\$12,994	\$13,205	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
John Shiver Ministries Inc	FL	\$79,640	President	\$53,850	\$60,316	2023
The Forrest & Lena Johnson Memorial	MS	\$83,338	Director	\$1,000	\$1,328	2023
Deborah Stricklin Ministries	TN	\$79,563	Executive Director	\$2,400	\$2,922	2024
Pray The Bay Area	CA	\$83,451	Treasurer	\$18,000	\$18,000	2024
The Cana Project Inc	CA	\$79,385	President	\$70,155	\$72,227	2023
The Craig And Rebecca Groves	ID	\$79,292	Co Trustee	\$75,316	\$92,785	2024
Christ Center Church	AL	\$79,152	Pastor	\$14,725	\$18,423	2024
Xtend Ministries International	TX	\$83,807	President	\$57,742	\$68,867	2023
Equipped For Life Inc	NC	\$79,046	Chief Execut	\$34,028	\$40,718	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	315 organizations. Compensation range \$1–\$173,889; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$81,464); for reference, expenses \$63,977 and assets \$25,852.
ROLE MATCH	Jill Zimmerman, reported title " <i>Exec Dir</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	27 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	24 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 (Jill Zimmerman) 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 315 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,000 is reasonable (approximately the 27th 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.