

Interfaith Caregivers Inc

Executive Director / CEO

EIN 161406802

NY · NTEE T20Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julie Hoffman-hall, Executive Director / CEO** (\$57,046) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Julie Hoffman-hall — 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 (T20Z).

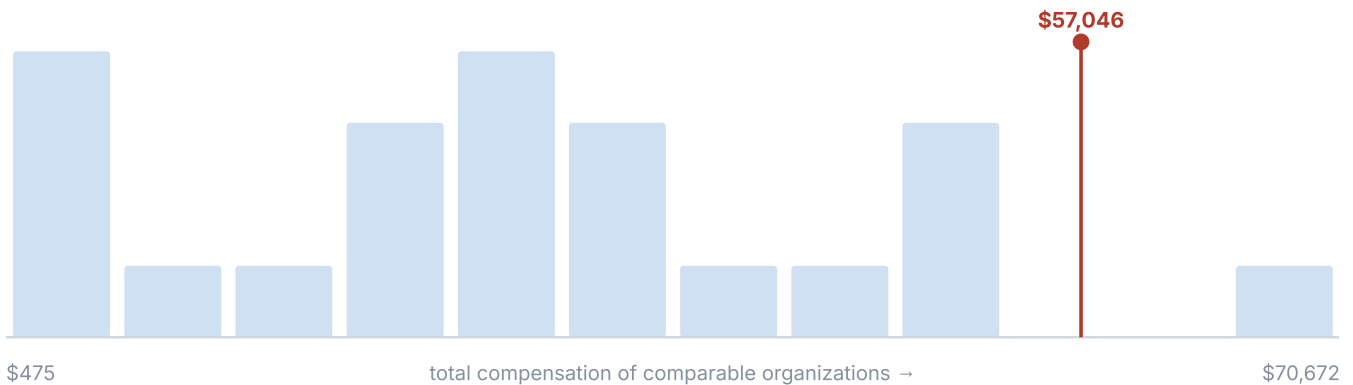
BUDGET Total revenue between \$82,021 and \$183,630 — 0.67x to 1.50x the subject's \$122,420 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,242	\$14,203	\$26,820	\$35,389	\$50,228	\$57,046
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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 NY 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
Architectural Woodwork Institute	VA	\$128,460	Secretary	\$45,856	\$47,592	2024
Greenwood Heritage Foundation	SC	\$129,555	President/ceo	\$45,508	\$52,539	2023
The Langford Family Foundation	FL	\$110,132	Director	\$5,113	\$5,163	2024
Ankor Foundation Inc	VA	\$109,806	Chief Executive Officer	\$66,140	\$70,672	2023
Friends Of Fmc Foundation Inc	MT	\$141,318	Foundation Director	\$17,481	\$20,254	2024
Frank & Kathleen Blair & Christine	MD	\$141,614	President	\$7,000	\$7,034	2024
Education Foundation Of Greenville	MI	\$142,913	Executive Di	\$11,273	\$12,508	2024
The Mabel Fire Dept Relief Association	MN	\$101,861	Gambling Manager	\$5,600	\$5,948	2024
Renaissance Newark Foundation Inc	NJ	\$145,804	Past Secretary	\$24,905	\$23,901	2024
The Dove Foundation	VA	\$98,402	President	\$458	\$475	2024
Stanley J Bushman Supporting Foundation	KS	\$97,738	President & Ceo	\$16,608	\$19,287	2024
Maxwell And Marjorie Jospey	MI	\$94,989	Treasurer	\$26,189	\$29,057	2024
Pediatric Foundation Of Georgia	GA	\$94,850	Executive Di	\$21,509	\$23,247	2024
Pennsylvania Cable &	PA	\$91,560	Executive Di	\$47,131	\$50,521	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ann Lib And Bernard Koziel	NY	\$91,171	Secretary	\$30,887	\$30,001	2024
Bunny And Alan Bernstein Family	MD	\$160,864	Public Director	\$36,499	\$36,679	2024
Eleanor And Henry Jansen Foundation	WA	\$83,352	Executive Director	\$4,988	\$4,800	2024
Albers Family Affiliated Fund Of Occf	OK	\$169,601	Secretary/trustee	\$25,864	\$31,517	2023
First Baptist Church Of Phoenix	AZ	\$170,980	Treasurer (Thru 12/23)	\$29,610	\$30,609	2024
Kansas Farm Bureau Legal Foundation	KS	\$175,550	President/di	\$21,168	\$24,582	2024
Kelley Family Foundation	OH	\$180,150	Secretary	\$26,221	\$29,082	2025
Bonifacio Place Inc	CA	\$180,523	Ceo	\$47,732	\$45,612	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	22 organizations. Compensation range \$475–\$70,672; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$122,420); for reference, expenses \$116,271 and assets \$501,426.
ROLE MATCH	Julie Hoffman-hall, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	95 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	23 rd

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 (Julie Hoffman-hall) 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 22 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,046 is reasonable (approximately the 95th 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.