

Ifees Inc

Executive Director / CEO

EIN 272238014
 MD · NTEE B99
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Hans J Hoyer, Executive Director / CEO** (\$195,256) against **every comparable organization** that fit the selection criteria — **433** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 99th percentile of comparable organizations above the 90th percentile — board review recommended

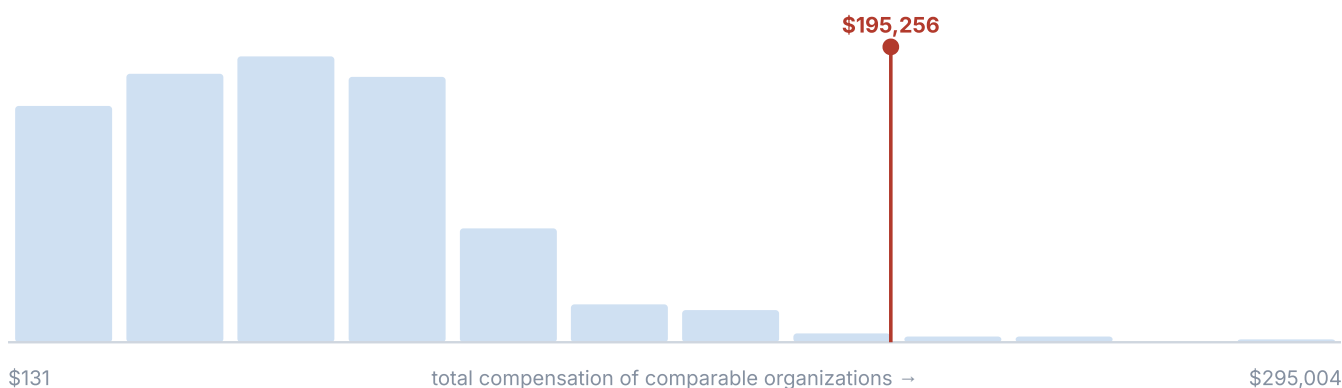
Benchmarked executive: Hans J Hoyer — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B99).
- BUDGET** Total revenue between \$240,190 and \$537,739 — 0.67x to 1.50x the subject's \$358,493 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

433 organizations qualified on sector, size, and geography → **433** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,460	\$33,915	\$59,565	\$84,675	\$114,533	\$195,256
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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 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
Wild Horses Building Champions Inc	SD	\$358,584	Director	\$18,000	\$21,249	2023
Manners Of The Heart Inc	LA	\$357,842	Chief Visionary Opfficer	\$60,000	\$68,641	2024
Heartlight Center Inc	CO	\$359,354	Executive Dir.	\$91,975	\$94,333	2023
Scottsdale Leadership Inc	AZ	\$359,383	Executive Director	\$93,090	\$95,760	2023
Foundation For Mo County Free Libraries	CA	\$359,452	Executive Director	\$78,121	\$70,085	2024
Pivot Leadership Group	TX	\$360,303	Executive Director	\$95,940	\$99,706	2024
Council Of Public Liberal Arts Colleges	NC	\$360,337	Executive Director	\$40,148	\$43,099	2024
Quality Care Community Service Inc	VA	\$356,347	Supervisor	\$99,085	\$99,396	2024
Lyric Performing Arts Company Inc	TX	\$356,051	Director	\$56,250	\$60,185	2023
Natural Stone Foundation	OH	\$355,833	Executive Director	\$35,233	\$39,915	2023
Maryland Pesticide Education	MD	\$361,636	Executive Di	\$80,000	\$80,000	2023
Open Storehouse Incorporated	FL	\$361,786	President	\$70,000	\$68,320	2024
Ohio Association For College	OH	\$361,788	Executive Ad	\$32,657	\$35,936	2024
Rome Institute Of Liberal Arts Inc	CA	\$354,988	President	\$127,532	\$114,412	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Carolina Foundation For	SC	\$354,508	Executive Di	\$34,000	\$35,901	2025
The Texas Diversity Council	TX	\$354,062	Ceo	\$91,279	\$94,863	2024
Literacy Connections Hudson	NY	\$363,025	Executive Di	\$75,002	\$68,597	2025
Rural Aspirations Project	ME	\$363,803	Executive Director	\$83,428	\$89,356	2023
22nd Judicial District Casa Inc	OK	\$364,430	Exec Dir	\$66,285	\$73,877	2025
Summer On The Cuyahoga	OH	\$364,717	Executive Di	\$70,350	\$77,413	2024
Aperoo Foundation Incorporated	OR	\$364,789	Secretary, Executive Director	\$81,136	\$78,281	2024
C & C Kids After School Enrichment	WA	\$352,044	Ceo	\$38,500	\$36,869	2023
Patient Safety Movement Foundation	CA	\$365,177	Coo	\$210,873	\$184,303	2025
Louisiana Charter School Alliance	LA	\$351,754	Executive Director	\$71,480	\$81,774	2024
Lily Creek Farms	OH	\$365,276	Executive Director	\$42,000	\$46,217	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 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 **433** organizations. Compensation range \$131–\$295,004; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$358,493); for reference, expenses \$422,223 and assets \$203,540.
ROLE MATCH	Hans J Hoyer, reported title " <i>Secretary</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	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	99 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	95 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 (Hans J Hoyer) 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 433 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$195,256 is reasonable (approximately the 99th 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.