

Imai-imci Alliance Inc

Executive Director / CEO

EIN 273475940

FL · NTEE E600

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Sandy Gove Executive Director, Executive Director / CEO** (\$1,241) against **every comparable organization** that fit the selection criteria — **13** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **0th** percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Sandy Gove Executive Director — reported title “BOARD CHAIR”, 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 (E600).

BUDGET Total revenue between \$1,663 and \$3,724 — 0.67× to 1.50× the subject's \$2,483 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue.

13 organizations qualified on sector, size, and geography

→ **13** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,052 10TH	\$34,500 25TH	\$46,656 MEDIAN	\$212,158 75TH	\$473,357 90TH	\$1,241 THIS ORG · 0TH
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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 FL 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
Advanced Medical Transport Inc	IL	\$2,500	Board Member/ceo Of Phmms	\$25,070	\$26,236	2024
Community Care Collaborative	TX	\$2,500	Executive Director	\$44,061	\$46,917	2024
Healthfirst Inc	NY	\$2,427	President And Ceo	\$543,220	\$522,521	2024
Live Well Live Atchison Inc	KS	\$2,705	Director	\$30,000	\$34,500	2024
Margaret Tietz Nursing And	NY	\$2,241	President/ceo	\$220,562	\$212,158	2024
Central Kansas Medical Center	CO	\$2,749	Chair / Ceo & President	\$828,093	\$870,209	2023
Jfk Medical Associates Pa	NJ	\$2,000	Trustee - President	\$291,140	\$276,703	2024
Hi-desert Memorial Health Care District Foundation	CA	\$1,990	Ceo	\$32,981	\$30,316	2024
Jpchc Foundation Inc	IN	\$1,896	Director	\$41,562	\$46,656	2024
Mercy Hospital Iowa City Iowa Self	IA	\$3,228	Treasurer (End 7/22)	\$32,802	\$39,361	2023
Asian Health Services Foundation	CA	\$3,576	Ceo	\$19,340	\$18,302	2023
11th Street Family Health Services Inc	PA	\$3,585	President & Chairman	\$157,401	\$172,022	2023
Institute For Labor & Mental Health	CA	\$3,646	Executive Director Of Nsp	\$49,465	\$45,467	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	13 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$18,302–\$870,209; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$2,483); for reference, expenses \$13,358 and assets \$80,293. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sandy Gove Executive Director, reported title " <i>BOARD CHAIR</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	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	0 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 (Sandy Gove Executive Director) 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 13 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,241 is reasonable (approximately the 0th 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.