

Immokalee Pregnancy Center Inc

Executive Director / CEO

EIN 331205697
 FL · NTEE P42
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Diane Hanson, Executive Director / CEO** (\$24,900) against the **2000** closest of **3,015** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Diane Hanson — reported title “VICE CHAIR. MANAGING DIRECTOR”, 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 (P42).
BUDGET	Total revenue between \$164,838 and \$369,040 — 0.67x to 1.50x the subject's \$246,027 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,015 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$12,146	\$27,350	\$47,027	\$67,155	\$87,484	\$24,900
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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
Kearahs Place Inc	NC	\$245,985	Executive Director	\$22,783	\$25,059	2023
Lancaster-fairfield County Charity Newsies Inc	OH	\$246,080	Secretary	\$400	\$451	2023
Friends Of Madison Youth Inc	CT	\$246,110	Executive Director	\$64,514	\$64,390	2023
Wings For Widows	MN	\$245,930	Executive Director	\$60,041	\$61,341	2024
Real Men Real Leaders Inc	KS	\$245,915	Executive Director	\$30,530	\$34,102	2024
Healing Thine Hearts Ministries	TX	\$246,148	President	\$11,701	\$12,102	2024
Generations Child Care Inc	PA	\$246,150	President	\$19,300	\$19,900	2024
Sealed With A Kid Inc	IA	\$246,162	Director	\$13,455	\$14,840	2025
Fish For Life Inc	CA	\$246,187	President	\$70,000	\$62,497	2024
Hancock County Child Advocacy	IN	\$246,201	Executive Di	\$69,961	\$76,282	2024
Forever Family Inc	GA	\$246,223	Ceo	\$38,419	\$38,912	2025
The 31heroes Project	VA	\$245,804	Executive Director	\$77,000	\$76,871	2024
Adaptive And Inclusive Movement Initiative	WA	\$246,292	Program Director	\$33,633	\$31,134	2024
Ncompass	OR	\$246,301	Executive Dir.	\$34,670	\$34,273	2023
Trader Home Daycare	IL	\$245,737	Exc Director	\$40,000	\$40,659	2024
Kiddie Korner Learning Center Inc	NJ	\$245,646	Director	\$12,175	\$11,240	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Turner Leadership Strategies Inc	TX	\$246,470	President	\$43,409	\$46,223	2023
Marys Choice Rva	VA	\$245,556	President	\$65,500	\$65,390	2024
Keeping Families Connected Inc	IN	\$246,514	President & Ceo	\$34,495	\$37,611	2024
Princeton Nearly New Shop Corp	NJ	\$246,648	Trustee	\$68,464	\$65,069	2023
Ignin Inc	AK	\$246,692	Vice President	\$8,800	\$8,699	2024
Answer Scholarship Inc	NC	\$245,334	Executive Dir.	\$37,433	\$39,991	2024
On Your Feet Foundation	IL	\$246,748	Executive Di	\$25,833	\$26,259	2024
Victory Restoration Centers	LA	\$246,790	President	\$3,462	\$3,942	2024
Meca Inc	PA	\$245,245	Executive Director	\$27,305	\$28,154	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 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 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	2000 organizations. Compensation range \$18–\$395,687; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$246,027); for reference, expenses \$231,888 and assets \$71,685.
ROLE MATCH	Diane Hanson, reported title <i>"VICE CHAIR. MANAGING DIRECTOR"</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	153 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 39 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	22 nd
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	19 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 (Diane Hanson) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,900 is reasonable (approximately the 22nd 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.