

Impact Evv Inc

Executive Director / CEO

EIN 364780621
 IN · NTEE S20
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Lloyd Winnecke, Executive Director / CEO** (\$26,061) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 41st percentile of comparable organizations

within the typical range

Benchmarked executive: Lloyd Winnecke — reported title “EX OFFICIO”, 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 (S20).

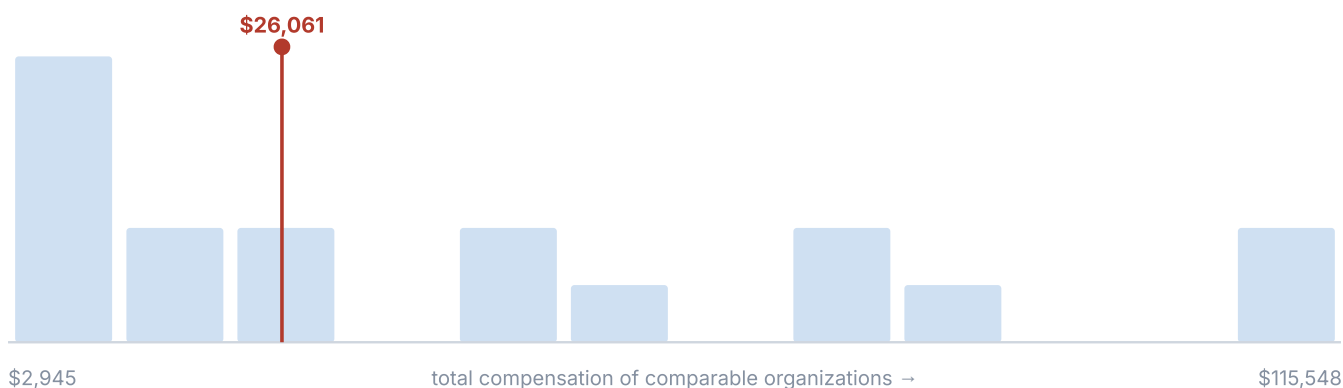
BUDGET Total revenue between \$22,733 and \$50,896 — 0.67x to 1.50x the subject's \$33,931 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,330

\$6,045

\$27,635

\$70,577

\$92,189

\$26,061



■ 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 IN 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
Northwest Developers Inc	NJ	\$34,879	Executive Director	\$31,920	\$27,025	2024
Cleveland Development Foundation	OH	\$35,053	President & Ceo	\$54,375	\$54,612	2024
Cornerstone Collaborative Florida Inc	FL	\$35,693	Ceo	\$6,786	\$6,045	2024
Jackson-madison County Sports Hall	TN	\$36,379	Treasurer/se	\$5,200	\$5,183	2024
Perkup Corporation	PA	\$36,515	Executive Di	\$3,225	\$3,050	2024
Discovering Opportunities For Outreach	IL	\$39,795	Executive Director	\$15,000	\$13,984	2024
Ecotech Vision Foundation	FL	\$27,000	Executive Director	\$6,250	\$5,568	2024
Better Business Bureau Of Arkansas	AR	\$41,092	President/ceo	\$38,788	\$41,344	2024
Downtown Redevelopment Authority	KY	\$41,329	Executive Di	\$42,380	\$43,176	2024
Tag Community Ventures	PA	\$25,000	Executive Di	\$83,489	\$81,283	2023
Public Facilities For The City Of	SC	\$43,516	President	\$74,700	\$76,081	2023
Pioneer Georgia Inc	GA	\$24,236	Board Member	\$3,000	\$2,945	2023
Oasis Christian Community Development Co	IN	\$44,206	President And Executive Director	\$70,577	\$70,577	2024
Mercy Housing California Family	CO	\$45,517	President	\$22,009	\$20,012	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Madrone Community Development Foundation	CA	\$48,054	President	\$33,750	\$27,635	2024
Corryville Community Development	OH	\$48,782	Executive Director (Until 3/31/23)	\$104,977	\$108,549	2023
Business Resource And Investment Service	NY	\$50,081	Executive Director	\$134,848	\$115,548	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	17 organizations. Compensation range \$2,945–\$115,548; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$33,931); for reference, expenses \$76,090 and assets \$1,349,130. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lloyd Winnecke, reported title " <i>EX OFFICIO</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	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	41st
Total compensation (D + F), as reported (no adjustments)	41st

 Reportable pay only (column D), adjusted
0th

 All sources (D + E + F), adjusted
76th

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 (Lloyd Winnecke) 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 10, 2026, comparing compensation against 17 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,061 is reasonable (approximately the 41st 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 10, 2026.