

# Institute Of Real Estate Mngmt

Executive Director / CEO

EIN 510203899  
 CA · NTEE S47Z  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Julissa Voss, Executive Director / CEO** (\$99,700) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Julissa Voss — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S47Z).

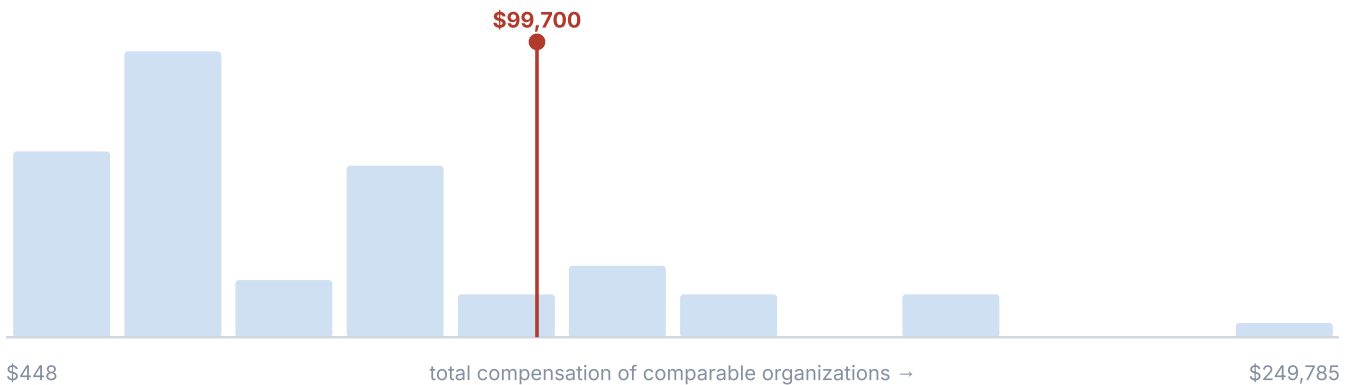
**BUDGET** Total revenue between \$222,856 and \$498,933 — 0.67x to 1.50x the subject's \$332,622 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

**64** organizations qualified on sector, size, and geography

→ **64** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,322	\$23,486	\$40,092	\$78,943	\$126,018	\$99,700
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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 CA 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
<a href="#">Orange Coast Association Of Realtors Inc</a>	CA	\$332,695	Ceo	\$72,220	<b>\$72,220</b>	2024
<a href="#">North Palm Beach County Jewish Community</a>	FL	\$331,149	Chief Executive Officer	\$60,207	<b>\$65,501</b>	2024
<a href="#">Institute Of Real Estate Management</a>	MD	\$328,805	Executive Director	\$166,726	<b>\$180,513</b>	2024
<a href="#">Poah Nmtc2 Title Holding Corporation Co</a>	MA	\$337,504	Director/president	\$30,476	<b>\$31,715</b>	2024
<a href="#">2722 S King Drive Llc</a>	IL	\$325,000	President	\$82,232	<b>\$93,623</b>	2024
<a href="#">Electrical Workers Association Of Americ</a>	LA	\$323,230	President	\$30,101	<b>\$37,395</b>	2025
<a href="#">Electcrafts Incorporated</a>	CA	\$343,468	President	\$5,327	<b>\$5,327</b>	2024
<a href="#">701-703 Mccarter Holding Company Inc</a>	NJ	\$320,273	Treasurer	\$12,000	<b>\$12,408</b>	2024
<a href="#">Ucc Realty Holding Company Inc</a>	NJ	\$346,226	Executive Director	\$8,842	<b>\$9,412</b>	2023
<a href="#">Lexington-bluegrass Association Of</a>	KY	\$346,282	President	\$1,500	<b>\$1,866</b>	2024
<a href="#">Saunders Properties Of Western New York</a>	NY	\$348,078	President/cmo/ceo	\$37,284	<b>\$39,017</b>	2024
<a href="#">Columbia-greene Board Of Realtors</a>	NY	\$316,549	Association	\$134,808	<b>\$141,072</b>	2024
<a href="#">Rain Properties Inc</a>	NY	\$316,315	President/ceo/secretary	\$21,111	<b>\$22,745</b>	2023
<a href="#">Scranton Electricians Jatc Building Inc</a>	PA	\$315,095	Chairman	\$62,396	<b>\$72,059</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dearborn Board Of Realtors</a>	MI	\$314,324	Association Executive	\$57,570	<b>\$68,815</b>	2024
<a href="#">Otr Holdings Inc</a>	OH	\$314,127	Evp, Development	\$58,751	<b>\$74,191</b>	2023
<a href="#">Acts 2 Toledo</a>	OH	\$310,935	Program Dire	\$64,364	<b>\$78,948</b>	2024
<a href="#">latse Realty Corporation</a>	CA	\$306,858	Director	\$132,051	<b>\$132,051</b>	2024
<a href="#">Stacy Foundation Building Inc</a>	FL	\$362,318	Director	\$29,501	<b>\$32,095</b>	2024
<a href="#">Spurwink Properties Inc</a>	RI	\$362,979	Executive Director/cfo	\$29,221	<b>\$33,407</b>	2023
<a href="#">Logosworks Properties</a>	PA	\$365,873	Ceo	\$106,648	<b>\$126,803</b>	2023
<a href="#">Richmond Members Corp</a>	NY	\$368,453	President	\$44,154	<b>\$46,206</b>	2024
<a href="#">Foundation For Jewish Life At Dartmouth</a>	NH	\$295,770	Director	\$31,571	<b>\$32,889</b>	2025
<a href="#">The Pendleton Inc</a>	WV	\$295,448	Administrator	\$24,451	<b>\$30,659</b>	2024
<a href="#">Local 78 Realty Corp</a>	NY	\$295,276	Business Manager	\$115,647	<b>\$121,021</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 64 organizations. Compensation range \$448–\$249,785; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$332,622); for reference, expenses \$284,769 and assets \$278,835.

ROLE MATCH	Julissa Voss, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	14 <sup>th</sup>

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 (Julissa Voss) 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 64 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,700 is reasonable (approximately the 81<sup>st</sup> 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.