

Tutwiler Community Education Center

Executive Director / CEO

EIN 581887449
 MS · NTEE P300
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Hans Hageman, Executive Director / CEO** (\$67,178) against **every comparable organization** that fit the selection criteria — **183** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

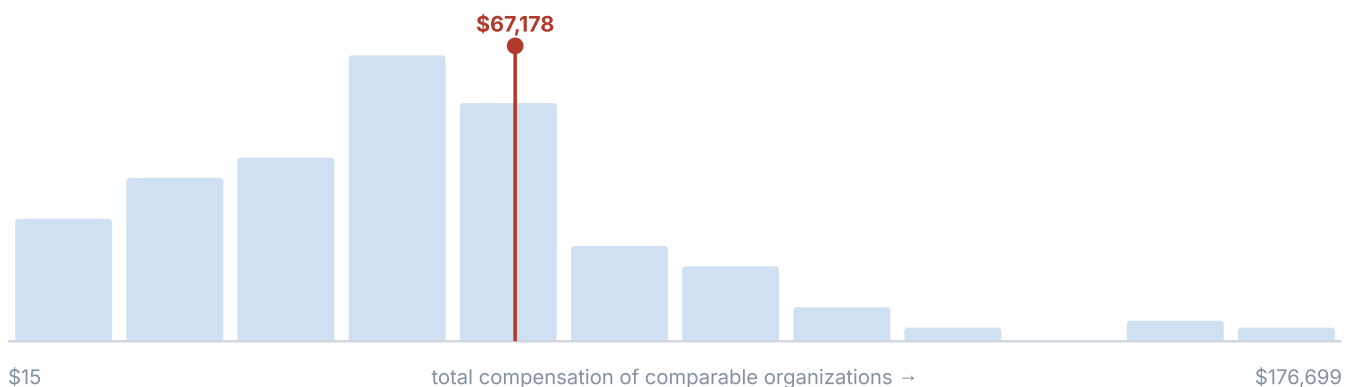
Benchmarked executive: Hans Hageman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P300).
BUDGET	Total revenue between \$210,193 and \$470,581 — 0.67x to 1.50x the subject's \$313,721 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

183 organizations qualified on sector, size, and geography → **183** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,708	\$32,845	\$51,705	\$67,054	\$91,707	\$67,178
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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 MS 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
Games For Love	WA	\$313,447	Ceo	\$64,332	\$50,230	2024
Every Child Valued A Nj Nonprofit	NJ	\$312,254	Executive Dir.	\$45,100	\$36,155	2023
Casa A Voice For Children	CA	\$315,713	Ceo	\$147,072	\$110,755	2024
Indiana Blind Children's Foundation	IN	\$316,146	Executive Director	\$97,765	\$92,569	2023
Camp Sunrise Inc	MD	\$310,415	Executive Director	\$43,000	\$35,059	2024
Wings Of Hope Ranch Inc	VA	\$309,028	Executive Director	\$32,748	\$28,390	2023
Lollipop Theater Network Inc	CA	\$308,877	Executive Director	\$143,985	\$108,430	2024
The Inspired Community Project Inc	NY	\$308,850	President	\$101,043	\$79,628	2024
Joy Company-joyco	CA	\$308,452	President Executive Director	\$65,125	\$50,492	2023
Frontline Mission	AK	\$307,806	Executive Di	\$50,647	\$42,228	2024
Kiddie Kollege & Learning Cent	GA	\$307,501	Key Employee	\$45,240	\$39,670	2024
The Orange County Friendship Circle Inc	CA	\$320,038	Director	\$66,992	\$51,940	2023
Hicksville Teenage Council Inc	NY	\$320,756	Executive Director	\$91,387	\$72,018	2024
Cornerstone Policy Research	NH	\$306,362	Associate Director	\$104,277	\$83,971	2024
Umpqua Valley Farm To School	OR	\$321,237	Executive Director	\$68,900	\$57,450	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Patchogue Medford Youth & Community	NY	\$321,935	Executive Director	\$32,743	\$26,566	2023
The Alabama Campaign To Prevent	AL	\$322,960	Executive Di	\$88,201	\$83,101	2024
Fruit Bearers	WA	\$303,597	Executive Dir.	\$24,288	\$18,964	2024
Prevail Nj Inc	NJ	\$302,352	Executive Dir.	\$6,150	\$4,789	2024
Light 2 The World	OR	\$325,943	President	\$61,116	\$50,959	2023
The Aspen Effect Inc	CO	\$299,171	President	\$177,852	\$148,728	2024
Global Partners In Life Inc	GA	\$298,647	President	\$75,000	\$65,767	2024
New Beginnings Childrens Home	TX	\$296,220	Director	\$38,500	\$34,579	2023
Promise Arizona	AZ	\$295,476	President	\$85,000	\$71,292	2024
Family Support Center Of Washington Co	UT	\$332,383	Executive Director	\$75,035	\$66,975	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 **183** organizations. Compensation range \$15–\$176,699; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$313,721); for reference, expenses \$446,192 and assets \$1,697,792. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Hans Hageman, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	75 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	74 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 Hageman) 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 183 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,178 is reasonable (approximately the 75th 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.