

Certified Student Loan Advisor

Executive Director / CEO

EIN 811638967

TX · NTEE B80

FY ending 2024-02-29

June 9, 2026

This analysis benchmarks the total compensation of **Jantz Hoffman, Executive Director / CEO** (\$43,000) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

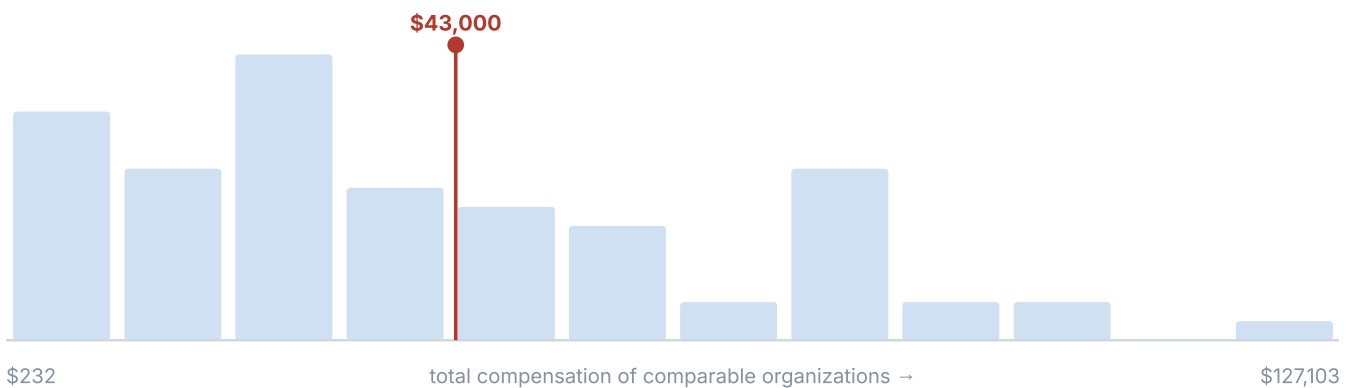
Benchmarked executive: Jantz Hoffman — reported title “Chairman”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B80).
BUDGET	Total revenue between \$154,969 and \$346,947 — 0.67x to 1.50x the subject's \$231,298 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B80), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,344	\$17,986	\$34,151	\$58,453	\$81,624	\$43,000
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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 TX 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
Neighborhood Youth Services Inc	MN	\$232,008	Executive Di	\$36,923	\$36,473	2024
Logan City School District	UT	\$230,246	Executive Director	\$6,530	\$6,681	2024
Institute For Democratic Education	MS	\$229,599	Executive Director	\$114,157	\$127,103	2024
Middlesex League Inc	MA	\$233,073	Treasurer	\$8,502	\$7,441	2025
Kool Nerd Prep Inc	NY	\$228,353	Executive Director	\$52,659	\$47,569	2024
Nino De La Caridad Inc	NY	\$235,024	Executive Di	\$23,300	\$21,048	2024
Parachute Project Inc	NY	\$226,311	Executive Dir.	\$104,091	\$94,030	2024
When Girls Get Together Inc	IL	\$223,665	Ex Dir	\$45,061	\$45,595	2023
Always Knocking Inc	CA	\$222,825	Executive Director	\$27,062	\$24,051	2023
Asian Student Achievement	IL	\$221,401	President/ceo	\$29,792	\$29,280	2024
Thrive Longview Inc	TX	\$241,667	Director	\$58,191	\$58,191	2024
The Evolved Network Nfp	IL	\$243,834	Executive Director And President	\$85,000	\$83,539	2024
Young Money Finances	MI	\$244,000	Executive Director	\$34,000	\$36,119	2023
Small Hands On Art	WA	\$244,415	President Director	\$60,000	\$53,702	2024
Latitude Learning Resources	NH	\$246,741	President	\$18,650	\$17,215	2024
Rural Youth Institute	ME	\$215,437	President And Director	\$45,331	\$45,378	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Educational Access Group	CO	\$215,225	Director And President	\$79,875	\$74,593	2025
Beta Sigma Phi Charitable Foundation	MO	\$248,195	Director/president	\$5,018	\$5,313	2024
Brooklyn Debate League Inc	NY	\$248,729	Executive Director	\$89,020	\$80,416	2024
Library Of Michigan Foundation	MI	\$212,885	Executive Director/chief Development	\$99,591	\$102,763	2024
Wise Choices For Girls	CA	\$212,769	Executive Director	\$47,500	\$41,004	2024
Believe In A Dream Inc	IN	\$251,306	Executive Dir.	\$56,731	\$61,574	2023
B Relyt Organization Inc	CA	\$210,023	Ceo	\$27,794	\$23,993	2024
North Shore Coalition	IL	\$253,489	Executive Director	\$13,924	\$14,089	2023
Oakland Homeschool Music Inc	MI	\$254,609	President / Ceo	\$14,788	\$15,710	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 73 organizations. Compensation range \$232–\$127,103; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$231,298); for reference, expenses \$151,987 and assets \$168,424.

ROLE MATCH Jantz Hoffman, reported title "*Chairman*", 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 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	60 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	52 nd

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 (Jantz Hoffman) 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 73 similarly situated organizations (Same NTEE sector (B80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,000 is reasonable (approximately the 60th 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.