

Ignis Community Inc - Sunyang Hana

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Janice Yi, Executive Director / CEO** (\$23,671) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Janice Yi — reported title “US Operations Manager & Secretary”, 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 (P99).

BUDGET Total revenue between \$311,398 and \$697,161 — 0.67x to 1.50x the subject's \$464,774 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

191 organizations qualified on sector, size, and geography → **191** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,559	\$39,909	\$66,647	\$86,502	\$117,476	\$23,671
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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
Kings Daughters Ministry	NC	\$464,639	President Founder	\$12,000	\$12,761	2023
Compassionate Sharing Inc	OK	\$464,459	Director	\$31,500	\$35,699	2023
The Dawson Community Empowerment Corporation	GA	\$466,722	President	\$18,000	\$18,628	2023
A Touch Of Understanding	CA	\$461,630	Executive Dire	\$63,407	\$56,352	2023
Children's Advocacy Center Of Erie	PA	\$461,530	Executive Di	\$71,813	\$71,592	2024
Lawrence Ltd	MA	\$461,183	Vp	\$96,600	\$89,342	2023
Stand In Peace International	CA	\$459,834	Ceo	\$93,000	\$82,652	2023
Project Sweet Peas	RI	\$469,835	Executive Dir.	\$35,000	\$33,550	2024
Revive & Thrive Project	MI	\$471,002	Executive Director	\$78,000	\$80,484	2024
Payee Services Inc	WI	\$457,007	President	\$2,463	\$2,571	2024
Hope Diamond Services Inc	GA	\$472,606	Director	\$15,060	\$15,585	2023
Homeless Angels	MI	\$472,709	Director	\$22,432	\$23,146	2024
Micronesia Climate Change Alliance Inc	GU	\$456,651	Director Of Administrative Affairs	\$28,000	\$28,827	2023
John Hobson Ministries Inc	KY	\$473,480	President	\$88,200	\$94,730	2024
Lend A Hand Foundation	CA	\$473,847	Executive Dir.	\$62,330	\$53,805	2024
United Steelworkers Union Local 13-12	LA	\$453,386	Business Manager	\$79,897	\$87,950	2024
City Lights Ministry	NC	\$476,444	President	\$39,520	\$42,027	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Unforgettables Foundation	CA	\$452,164	President & Ceo	\$84,072	\$72,574	2024
The River Center Family & Community	NH	\$479,096	Executive Director	\$59,710	\$55,117	2024
Ally S Wish Inc	TX	\$450,435	President	\$112,000	\$112,000	2024
Order Our Steps	CA	\$479,696	Owner	\$80,000	\$71,098	2023
Pennsylvania Head Start Association	PA	\$480,077	Executive Di	\$97,728	\$97,427	2024
Penfield Hope Inc	NY	\$449,331	Secretary	\$41,310	\$38,419	2023
The Wisdom Dojo Inc	DE	\$484,046	Executive Di	\$67,250	\$65,828	2024
Benefits Management Inc	NC	\$485,974	Director	\$96,715	\$102,852	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 191 organizations. Compensation range \$756–\$552,556; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$464,774); for reference, expenses \$250,065 and assets \$433,632. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Janice Yi, reported title "*US Operations Manager & Secretary*", 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 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	16 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	13 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 (Janice Yi) 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 191 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,671 is reasonable (approximately the 16th 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.