

Des Moines Refugee Support

Executive Director / CEO

EIN 843102842

IA · NTEE P20

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Alison Hoeman, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **1060** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

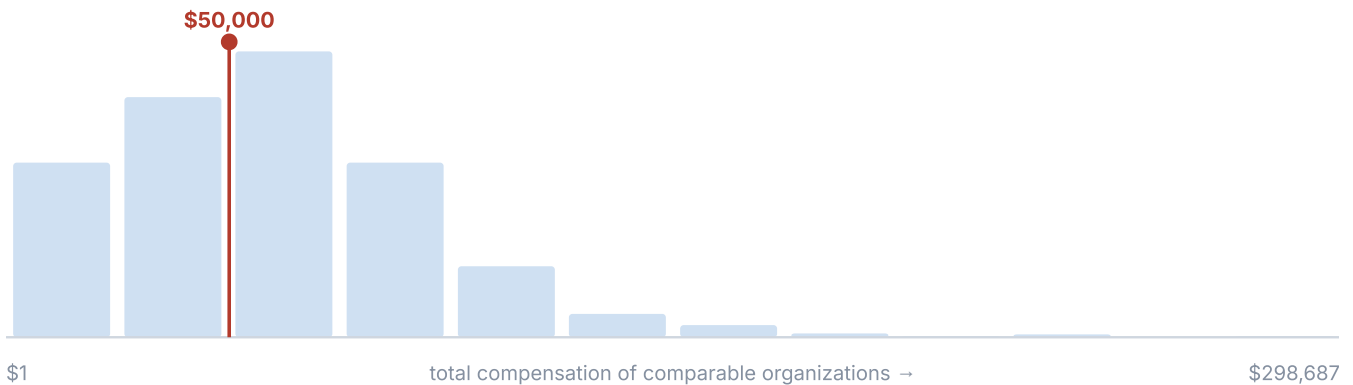
Benchmarked executive: Alison Hoeman — reported title “Founder and Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$296,282 and \$663,319 — 0.67x to 1.50x the subject's \$442,213 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,060 organizations qualified on sector, size, and geography → **1,060** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,951	\$34,375	\$56,058	\$78,330	\$102,132	\$50,000
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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 IA 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
Spec Labs Inc	CA	\$442,366	President	\$75,275	\$59,364	2024
Freedom Lake Inc	KY	\$441,683	Board Chair And President	\$80,100	\$78,595	2024
St Suzanne Code Rouge Community	MI	\$443,052	Project Dire	\$39,192	\$38,037	2023
Nagi Foundation Inc	AZ	\$443,084	Executive Dir.	\$111,000	\$100,376	2023
Instituto De Avance Integral Latino Cdc	CA	\$441,139	Executive Director	\$100,000	\$78,863	2024
Divine Directions Corporation	MS	\$441,054	Program Director	\$38,701	\$39,366	2024
Loving Houston Inc	TX	\$440,562	Exec Dir (Fo	\$83,833	\$76,588	2024
Newport Partnership For Families	RI	\$444,016	Executive Director Through April 2023	\$71,153	\$64,152	2023
1st Way Pregnancy Support Services	IL	\$440,407	Executive Dir.	\$42,000	\$37,711	2024
Imago Dei Ministries	CA	\$444,143	Executive Director	\$41,998	\$34,100	2023
Community Access Center Inc	FL	\$439,661	Executive Dire	\$26,560	\$22,788	2024
Rainbow Kitchen Community Services	PA	\$445,146	Executive Director	\$129,727	\$121,641	2023
Greater Park Hill Community Inc	CO	\$439,185	Executive Director	\$38,606	\$34,807	2023
Lifesouth Community Foundationinc	FL	\$439,177	President /	\$50,917	\$43,685	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Safety Council Of Greater St Louis	MO	\$439,145	Executive Director	\$69,164	\$68,880	2023
My Fathers House Community Service Inc	KS	\$438,990	Employee	\$60,375	\$61,329	2023
Mission Okc Outreach Ministry Inc	OK	\$438,936	Pastor And Ceo	\$51,232	\$51,522	2024
Dress For Success Atlanta Inc	GA	\$445,502	Executive Director	\$148,120	\$140,037	2023
Konscious Youth Develpment & Servic	NJ	\$445,515	President	\$81,667	\$66,593	2024
Ivy Womens Center Inc	OH	\$438,608	Executive Director	\$51,513	\$51,302	2023
North-northeast Business	OR	\$438,597	President Ed	\$170,264	\$148,673	2023
Ht Ministries	OH	\$445,860	Executive Director	\$53,875	\$52,114	2024
Synaptiv Inc	CO	\$445,939	President	\$134,195	\$117,520	2024
Affecting Community Transformation	OH	\$446,012	Executive Director	\$65,382	\$63,245	2024
Respite Care Atlanta Inc	GA	\$446,063	Exec. Director	\$92,125	\$87,097	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 **1060** organizations. Compensation range \$1–\$298,687; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$442,213); for reference, expenses \$350,936 and assets \$194,572.
ROLE MATCH	Alison Hoeman, reported title " <i>Founder and Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	27 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	42 nd
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	38 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 (Alison Hoeman) 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 13, 2026, comparing compensation against 1060 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 42nd 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 13, 2026.