

Edgecomb Woods

Executive Director / CEO

This analysis benchmarks the total compensation of **Eric Boucher, Executive Director / CEO** (\$47,322) 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 **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Eric Boucher — reported title "INTERIM PRESIDENT AND CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L22).

BUDGET Total revenue between \$163,044 and \$365,025 — 0.67x to 1.50x the subject's \$243,350 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L22), 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



\$9,904	\$19,220	\$35,982	\$58,750	\$93,146	\$47,322
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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 ME 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
Renewal House Inc	CT	\$243,316	Executive Di	\$61,214	\$57,318	2024
Aaa Elderly Housing - Heritage Villa Of	AR	\$243,182	Executive Director	\$12,818	\$14,814	2023
Catholic Eldercare At St Hedwig's	MN	\$242,381	President/ceo	\$33,545	\$33,102	2024
Sepp Rural Elderly Housing Inc	NY	\$242,040	Executive Director	\$21,973	\$19,829	2024
Westfield Towers Inc	PA	\$244,887	Ceo	\$18,725	\$18,648	2024
Whitewater Manor Inc	WI	\$245,060	President	\$36,618	\$38,191	2024
Sands Horizon li Inc	GA	\$247,015	Secretary, Manager	\$9,000	\$8,804	2025
Summerfield Senior Residences Inc	KS	\$247,610	President	\$2,639	\$2,847	2024
Alloway Housing Development	NY	\$239,066	Director And President	\$3,026	\$2,731	2024
O'bannon Terrace Of Goshen Inc	OH	\$238,262	Chief Executive Officer	\$7,729	\$8,416	2023
Presbyterian Home Quitman Retirement	GA	\$238,240	President/ceo	\$54,562	\$54,788	2024
Jordan Bay Place	ME	\$248,899	President	\$45,000	\$46,329	2023
Steamboat Trails Inc	OH	\$249,965	Chief Executive Officer	\$5,741	\$6,252	2023
Cheyenne Senior Housing Inc	MN	\$250,150	President/tr	\$68,006	\$65,378	2025
Homes For Shippensburg Inc	MD	\$236,378	Vice President & Director	\$27,109	\$25,310	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Providence Blanchet Association	WA	\$252,450	President	\$461,693	\$424,996	2023
Loretto Properties Corporation	NY	\$253,117	Ceo/president	\$27,907	\$25,184	2024
Chestnut Manor Association	WA	\$233,504	Secretary Treasurer	\$40,075	\$36,890	2023
Beloit Assisted Living Inc	WI	\$233,461	President	\$13,019	\$13,578	2024
Passumpsic View Inc	VT	\$253,901	Executive Director	\$22,748	\$23,541	2023
Guadalupe Senior Village	CO	\$254,265	Vice President	\$35,660	\$34,148	2024
Garden Terrace Commons Senior Housing	MN	\$255,476	Executive Vice President	\$18,918	\$19,220	2023
Central Park Senior Residences Inc	KS	\$231,128	President	\$2,639	\$2,847	2024
Hudson Senior Housing Inc	MN	\$256,839	President/tr	\$68,006	\$65,378	2025
Shelby County Senior Citizens Corp	TX	\$257,195	Secretary/tr	\$32,160	\$32,127	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 \$285–\$478,372; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$243,350); for reference, expenses \$298,976 and assets \$1,585,543.

ROLE MATCH	Eric Boucher, reported title " <i>INTERIM PRESIDENT AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	163 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	62nd
Total compensation (D + F), as reported (no adjustments)	60th
Reportable pay only (column D), adjusted	0th
All sources (D + E + F), adjusted	56th

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 (Eric Boucher) 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 (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,322 is reasonable (approximately the 62nd 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.