

Cec Management Systems Inc

Executive Director / CEO

EIN 043337130
 MA · NTEE E029
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **William C Jones Jr, Executive Director / CEO** (\$80,787) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

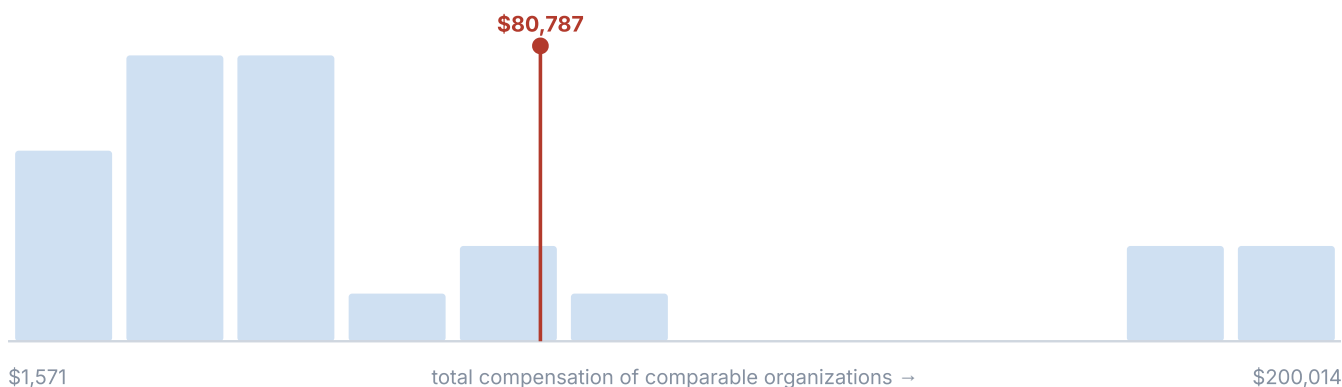
Benchmarked executive: William C Jones Jr — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E029).
BUDGET	Total revenue between \$3,352 and \$7,506 — 0.67x to 1.50x the subject's \$5,004 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,062	\$21,012	\$43,466	\$70,264	\$175,410	\$80,787
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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 MA 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
Clarksville Senior Care Llc	VA	\$5,069	Director/treasurer	\$186,150	\$200,014	2023
Sheltering Arms Hospital South Inc	VA	\$5,208	President & Ceo	\$18,329	\$19,129	2024
Holy Cross Carenet Inc	MI	\$4,774	Former Officer; President & Ceo Thah	\$152,988	\$175,725	2023
Advance Housing Foundation Inc	NJ	\$4,753	Member And Ceo	\$5,926	\$5,888	2023
Dubois Medical Center Inc	WY	\$5,398	Treasurer	\$2,833	\$3,279	2024
Berkshire Health Systems Inc	MA	\$4,607	Trustee/physician	\$69,757	\$67,756	2024
Eastern Maine Medical Center Auxiliary	ME	\$5,567	Board Member	\$44,828	\$48,520	2024
Tri-county Mental Health Services	ME	\$4,311	Former Ed	\$43,109	\$45,456	2025
Alliance Health Of Marblehead Inc	MA	\$4,262	President & Clerk & Ceo	\$68,094	\$66,140	2024
The Lavender Clinic	HI	\$5,756	Chief Executive Officer And Bod Member	\$3,057	\$2,958	2024
Rei Medical Clinics Inc	WI	\$4,097	Director/ceo - Msi	\$66,933	\$77,789	2023
Hackensack Specialty Care Associates Pc	NJ	\$4,000	President	\$44,418	\$44,132	2023
Ascension Texas Cardiovascular	MO	\$6,172	President	\$36,312	\$42,799	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wills Community Surgical Services Of	PA	\$3,835	Chief Executive Officer	\$84,631	\$91,224	2024
Baptist Homes Association Of The Rocky	MN	\$3,812	President & Ceo	\$38,445	\$41,061	2024
Hutchinson Regional Medical Center Auxiliary	KS	\$6,301	Director	\$18,000	\$21,640	2023
Institute For Labor & Mental Health	CA	\$3,646	Executive Director Of Nsp	\$49,465	\$46,169	2024
11th Street Family Health Services Inc	PA	\$3,585	President & Chairman	\$157,401	\$174,675	2023
Asian Health Services Foundation	CA	\$3,576	Ceo	\$19,340	\$18,584	2023
Covenant Aco Inc	WA	\$6,591	Ceo	\$205,579	\$198,946	2024
Meaningful Autistic Resources For Kids Mark	LA	\$6,762	President	\$1,282	\$1,571	2023
St Barnabas Community Enterprises Inc	NY	\$6,884	President & Ceo	\$27,455	\$27,608	2023
St Joseph'scandler Health System	GA	\$6,949	President &	\$28,189	\$31,541	2023
Heritage Care Connection Inc	KY	\$7,037	Executive Director	\$21,312	\$24,750	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	24 organizations. Compensation range \$1,571–\$200,014; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$5,004); for reference, expenses \$214,350 and assets \$14,606,642. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	William C Jones Jr, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	79 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	67 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 (William C Jones Jr) 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 24 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$80,787 is reasonable (approximately the 79th 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.