

Citywide Supportive Housing Development

Executive Director / CEO

EIN 050535640

NY · NTEE L40

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Nicole Branca, Executive Director / CEO** (\$29,726) 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 **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Nicole Branca — reported title “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 (L40).

BUDGET Total revenue between \$77,787 and \$174,150 — 0.67x to 1.50x the subject's \$116,100 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L40), 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



\$5,153

\$5,379

\$9,595

\$30,984

\$65,963

\$29,726



● 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 NY 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
Outreach For Christ Inc	VA	\$112,171	President	\$29,914	\$32,908	2023
Fresh Start Ministries Of San Angelo	TX	\$111,873	Executive Director	\$15,600	\$17,269	2024
Exodus Community Services Inc	AZ	\$123,806	Ceo	\$20,000	\$21,915	2023
Valentine Foundation Inc	NJ	\$107,474	Director	\$44,980	\$45,756	2023
Abcap Housing Iii Inc	OH	\$126,071	Executive Director	\$41,692	\$48,868	2024
Maxcen Housing Society	FL	\$97,995	Executive Director Ceo	\$982	\$1,021	2024
Community Services First Housing	NY	\$97,633	Director	\$30,342	\$30,342	2024
Maxcen Housing Society Puerto Rico Branch Inc	PR	\$97,051	Ceo	\$5,188	\$5,188	2024
The Macguire Center	TX	\$135,963	Ceo	\$12,002	\$13,286	2024
Ocl Properties Xii Inc	NY	\$136,267	Chief Financial Officer	\$73,290	\$73,290	2024
Maxcen Housing Inc North Carolina Branch	NC	\$93,912	Executive Director	\$5,162	\$5,903	2024
Maxcen Housing Society Inc Texas Branch	TX	\$93,399	Ceo	\$5,188	\$5,743	2024
Maxcen Housing Society Inc New York Branch	NY	\$91,394	Ceo	\$5,188	\$5,188	2024
Maxcen Housing Society Inc Connecticut Branch	CT	\$88,568	Director	\$5,188	\$5,383	2024
Maxcen Housing Society Maryland Branch Inc	MD	\$87,218	Ceo	\$5,188	\$5,368	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maxcen Housing Society Inc Georgia Branch	GA	\$87,214	Ceo	\$5,188	\$5,773	2024
The Transformation Project	ME	\$145,428	Executive Director	\$72,942	\$80,830	2024
Maxcen Housing Society Inc Virginia Branch	VA	\$86,544	Ceo	\$5,188	\$5,543	2024
Somerset Lutheran Housing Community Inc	PA	\$148,126	Ceo	\$343,589	\$379,181	2024
Maxcen Housing Society Dc Branch	DC	\$84,045	Ceo	\$5,188	\$5,038	2024
Cudas Unhooked Inc	FL	\$79,541	Executive Director	\$4,800	\$5,138	2023
Maxcen Housing Society Pennsylvania Branch Inc	PA	\$78,567	Ceo	\$5,188	\$5,725	2024
Mz Shirliz Transitional	CA	\$160,537	Board Member/program Director	\$29,520	\$29,042	2023
Restore House Inc	MN	\$167,940	Coordinator	\$20,965	\$22,925	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 \$1,021–\$379,181; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$116,100); for reference, expenses \$286,968 and assets \$1,679,975. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Nicole Branca, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	71 st
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	83 rd

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 (Nicole Branca) 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 sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,726 is reasonable (approximately the 71st 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.