

Humangood East

Executive Director / CEO

EIN 232828862

PA · NTEE L20Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John H Cochrane Iii, Executive Director / CEO** (\$292,739) against **every comparable organization** that fit the selection criteria — **194** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: John H Cochrane Iii — reported title “PRESIDENT/CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L20Z).

BUDGET Total revenue between \$64,441 and \$144,273 — 0.67x to 1.50x the subject's \$96,182 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

194 organizations qualified on sector, size, and geography → **194** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$7,003	\$14,484	\$27,494	\$43,920	\$68,534	\$292,739
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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 PA 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
Innovations Housing Inc	CA	\$96,162	Ceo	\$94,492	\$84,237	2023
Lulac West Park Apartments	TX	\$96,697	Director	\$14,000	\$14,043	2024
Habitat For Humanity Of Ellis County Inc	KS	\$96,975	Executive Director	\$18,600	\$20,150	2024
Mosaic Housing Corp Xv - Council Bluffs	NE	\$96,980	President	\$26,896	\$29,008	2024
Share Viii Inc	NY	\$95,316	Executive Director	\$70,564	\$65,829	2023
Wellspring Tonini Apartments Inc	KY	\$95,184	Chief Executive Officer	\$13,611	\$14,664	2024
Episcopal Community Housing Development	NY	\$95,006	President & Ceo	\$24,624	\$22,313	2024
Community Partnership Development	NY	\$94,843	President & Ceo	\$40,688	\$37,958	2023
The Seeds Of Hope Housing Inc	MA	\$97,618	Executive Director	\$33,878	\$31,430	2023
Burke Place Apartments	WA	\$94,730	Executive Director	\$910	\$817	2024
Dulaney Station Community Housing	MD	\$97,710	President	\$25,805	\$24,907	2023
Lss Housing Willow Wood Inc	WI	\$97,736	President	\$38,239	\$41,229	2023
Twin Rivers Community Corporation	NH	\$94,322	President	\$29,793	\$26,875	2025
Valley Of The Sun School Properties Four	AZ	\$94,269	Board Member	\$18,515	\$17,856	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
White Plains Housing Development	NY	\$94,046	Executive Dir.	\$12,106	\$10,970	2024
Dilley Community Assistance Corp	TX	\$93,621	Secretary	\$25,847	\$27,786	2022
Advent Community Development	TN	\$93,324	Executive Director	\$4,062	\$4,282	2024
Lss Housing Home Sweet Home Inc	WI	\$92,941	President	\$38,239	\$41,229	2023
Garden Street Apartments Inc	MA	\$99,500	President (As Of 8/22/22)	\$2,702	\$2,507	2023
Tg 105 Inc	TX	\$92,614	Executive Director	\$20,876	\$21,559	2023
Next Step Housing Inc	MD	\$99,899	President	\$20,272	\$19,567	2023
Bell Tower North Inc	IN	\$100,107	Ex-officio & Regional Ceo	\$63,183	\$68,788	2023
Ellett Road Apartments Corp	VA	\$100,547	Ceo/president	\$59,710	\$57,813	2024
Burrell Housing Springfield	MO	\$91,600	President And Ceo - Pfh	\$270,117	\$295,363	2023
Westend Terzetto's	ND	\$102,732	Secretary	\$16,389	\$20,877	2021

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **194** organizations. Compensation range \$817–\$295,363; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$96,182); for reference, expenses \$179,942 and assets \$10,321,369. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	John H Cochrane lli, reported title " <i>PRESIDENT/CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	157 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	99 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (John H Cochrane lli) 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 194 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$292,739 is reasonable (approximately the 99th 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.