

# Higher Education Consortium Of Central

Executive Director / CEO

EIN 464753685  
 MA · NTEE Z99  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Jeanine Went, Executive Director / CEO** (\$126,525) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

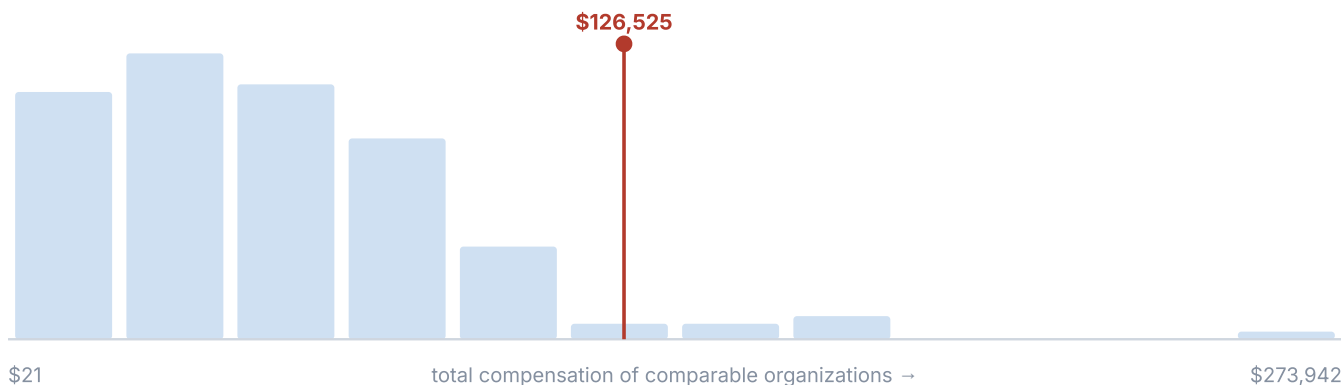
**Benchmarked executive:** Jeanine Went — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (Z99).  |
| BUDGET    | Total revenue between \$138,498 and \$310,071 — 0.67x to 1.50x the subject's \$206,714 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.  |

**148** organizations qualified on sector, size, and geography → **148** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|          |          |          |          |          |                  |
|----------|----------|----------|----------|----------|------------------|
| \$13,897 | \$26,434 | \$49,428 | \$73,466 | \$95,354 | <b>\$126,525</b> |
|----------|----------|----------|----------|----------|------------------|



## ● 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   |
|---|-------|-----------|-------------------------------|-----------------|------------------|------|
| <a href="#">Houston Eye Associates Foundation</a>               | TX    | \$206,917 | Executive Director            | \$100,000       | <b>\$111,317</b> | 2023 |
| <a href="#">Medical Staff Of Santa Barbara Cottage Hospital</a> | CA    | \$206,945 | Chief Of Staff-santa Barbara  | \$96,300        | <b>\$89,882</b>  | 2024 |
| <a href="#">Waves Of Wilmington Inc</a>                         | NC    | \$207,241 | Ceo - Head Coach              | \$127,632       | <b>\$142,546</b> | 2024 |
| <a href="#">Eagles Wings Ministries</a>                         | CA    | \$204,597 | Executive Director And Chairm | \$42,500        | <b>\$40,839</b>  | 2023 |
| <a href="#">Love Inc Sacramento</a>                             | CA    | \$202,859 | Director                      | \$75,920        | <b>\$72,953</b>  | 2023 |
| <a href="#">The RI Mace Universal Design Institute</a>          | NC    | \$202,585 | Executive Dir.                | \$60,000        | <b>\$67,012</b>  | 2024 |
| <a href="#">Called To Rescue</a>                                | WA    | \$202,101 | President                     | \$19,000        | <b>\$18,387</b>  | 2024 |
| <a href="#">Hope Psychological Services Inc</a>                 | MA    | \$211,758 | Executive Director            | \$64,073        | <b>\$60,631</b>  | 2025 |
| <a href="#">Daniel James Mccarthy Memorial Fund Inc</a>         | MA    | \$211,759 | Executive Director            | \$21,856        | <b>\$21,229</b>  | 2024 |
| <a href="#">Rabun County Family Connection</a>                  | GA    | \$212,340 | Executive Director            | \$40,656        | <b>\$44,186</b>  | 2024 |
| <a href="#">Journey Pregnancy &amp; Life Hub</a>                | IL    | \$200,823 | President                     | \$29,119        | <b>\$30,146</b>  | 2025 |
| <a href="#">Institute For Fisheries Resources</a>               | CA    | \$200,747 | Executive Director            | \$17,500        | <b>\$16,334</b>  | 2024 |
| <a href="#">Selden Fire Department Emergency Unit</a>           | NY    | \$200,727 | Recording Secretary           | \$600           | <b>\$586</b>     | 2024 |
| <a href="#">Key Of David Christian Church</a>                   | ID    | \$212,720 | President                     | \$58,453        | <b>\$69,197</b>  | 2023 |

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE                | COMP (REPORTED) | COMP (ADJUSTED) | FY   |
|---|-------|-----------|------------------------------|-----------------|-----------------|------|
| <a href="#">Arc San Diego Foundation</a>                | CA    | \$200,387 | Ceo                          | \$28,869        | <b>\$26,945</b> | 2024 |
| <a href="#">Young Fathers Of Central Floridainc</a>     | FL    | \$213,359 | Executive Director           | \$86,017        | <b>\$87,343</b> | 2024 |
| <a href="#">Friends Of The Forest Preserve</a>          | NY    | \$215,332 | Partner                      | \$71,624        | <b>\$69,957</b> | 2024 |
| <a href="#">The Delaware Company Inc</a>                | NY    | \$215,400 | Executive Dir.               | \$25,494        | <b>\$24,901</b> | 2024 |
| <a href="#">Interlink Inc</a>                           | WA    | \$197,886 | Secretary/treasurer          | \$20,967        | <b>\$20,890</b> | 2023 |
| <a href="#">Gateway Business Health Coalition</a>       | MO    | \$216,284 | President & Ceo              | \$12,062        | <b>\$13,809</b> | 2024 |
| <a href="#">Hinesburg Community Resource Center Inc</a> | VT    | \$196,870 | Executive Director           | \$20,640        | <b>\$23,119</b> | 2023 |
| <a href="#">Earth Images Foundation</a>                 | CA    | \$216,823 | President And Video Producer | \$58,387        | <b>\$54,496</b> | 2024 |
| <a href="#">Mad River Path Association</a>              | VT    | \$196,210 | Executive Director           | \$87,200        | <b>\$94,869</b> | 2024 |
| <a href="#">Facilities Inc</a>                          | ME    | \$217,375 | President                    | \$2,650         | <b>\$2,868</b>  | 2024 |
| <a href="#">Wheat Inc</a>                               | CT    | \$217,382 | Executive Director           | \$52,308        | <b>\$54,578</b> | 2023 |

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **148** organizations. Compensation range \$21–\$273,942; filing years 2023–2025.

|                 |  |
|-----------------|--|
| SIZE BASIS      | Matched on total revenue (\$206,714); for reference, expenses \$209,442 and assets \$155,921.  |
| ROLE MATCH      | Jeanine Went, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.     |
| OUTLIERS        | 5 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 | 96 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 96 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 95 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 79 <sup>th</sup>   |

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 (Jeanine Went) 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 148 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$126,525 is reasonable (approximately the 96<sup>th</sup> 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.