

Elder Care Community For Home Care Service

Executive Director / CEO

EIN 474963356
 NY · NTEE T31
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Yue Huai Chen, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

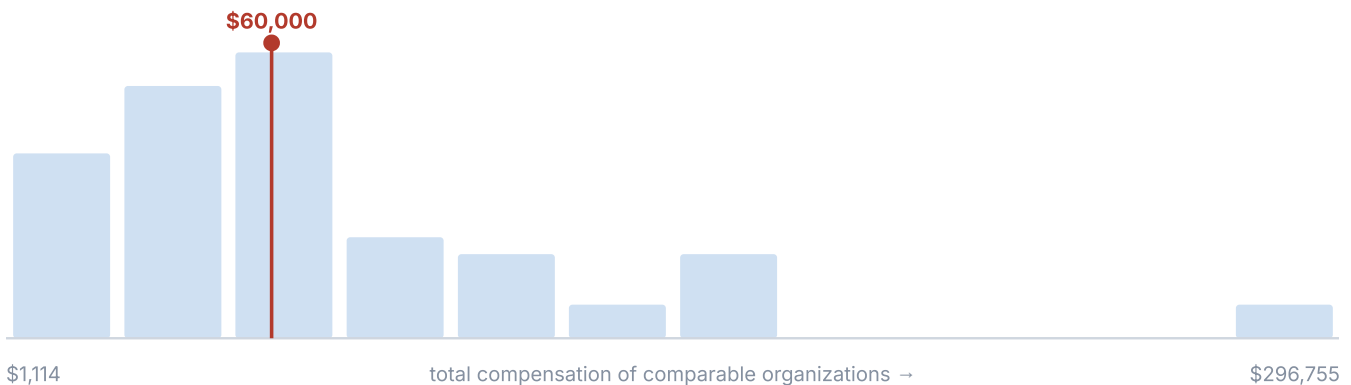
Benchmarked executive: Yue Huai Chen — reported title “ceo”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T31).
BUDGET	Total revenue between \$328,661 and \$735,810 — 0.67x to 1.50x the subject's \$490,540 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,902 10TH	\$32,639 25TH	\$58,468 MEDIAN	\$91,195 75TH	\$150,530 90TH	\$60,000 THIS ORG · 54TH
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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 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
Mccamish Legacy Foundation	GA	\$504,399	Trustee	\$47,559	\$54,483	2023
Love Thy Neighbor Too	GA	\$472,272	Treasurer/director	\$266,693	\$296,755	2024
Tri-county Community Foundation	SC	\$470,574	Executive Director	\$12,000	\$13,497	2025
Greater Polson Community Foundation Inc	MT	\$465,365	Admin Assistant	\$43,594	\$52,003	2024
Watertown Community Foundation Inc	MA	\$520,473	Executive Director	\$154,535	\$153,678	2024
Austin Area Foundation	MN	\$459,905	Executive Dir.	\$51,935	\$58,468	2023
The Kauai Marathon	HI	\$524,456	President	\$24,000	\$23,779	2024
Greater Cedarburg Foundation Inc	WI	\$454,322	Assistant Secretary	\$57,748	\$68,714	2023
Optima Giving Foundation	GA	\$450,748	Trustee	\$46,456	\$51,693	2024
Hccf Real Estate Supporting Organization	IN	\$538,454	Ceo	\$19,272	\$22,491	2024
Lane County Community Foundation	KS	\$540,407	Executive Director	\$53,350	\$63,783	2024
The Ben Hogan Foundation	TX	\$438,538	Executive Director	\$123,101	\$136,272	2024
Hero's Cup Hockey Inc	MA	\$437,840	President (Through 10/2023)	\$13,333	\$13,651	2023
Rio Grande Valley Philanthropic	TX	\$437,822	Ceo	\$96,000	\$106,272	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mountain Gateway Community	VA	\$433,611	Executive Director	\$28,212	\$31,035	2023
Chicago Dental Society Foundation	IL	\$433,562	Executive Di	\$148,185	\$165,983	2023
Elkin Academic Enrichment	NC	\$433,077	Executive Di	\$10,331	\$11,813	2024
Turning Points For Children Charitable	PA	\$432,889	Treasurer	\$11,487	\$13,051	2023
The Edgar County Community	IL	\$430,797	Dev Mgr	\$30,000	\$32,639	2024
Community Health Alliance	MT	\$428,500	Executive Dir.	\$50,084	\$59,745	2024
Diana Gregory Outreach Services	AZ	\$427,340	Ceo	\$55,142	\$58,687	2024
Los Alamos Community Foundation	NM	\$426,312	Former Exec	\$76,038	\$90,505	2024
Community Foundation Of Northwest	FL	\$555,990	Executive Director	\$43,866	\$45,604	2024
Coventry Town Foundation Inc	VT	\$556,122	Treasurer	\$1,000	\$1,114	2024
Grace Foundation Inc	NE	\$559,953	Executive Di	\$59,302	\$72,670	2023

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 **63** organizations. Compensation range \$1,114–\$296,755; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$490,540); for reference, expenses \$214,000 and assets \$230,000. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Yue Huai Chen, reported title "ceo", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	54 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	52 nd

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 (Yue Huai Chen) 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 63 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 54th 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.