

# Human Services Coalition Of Prince Georges County

Executive Director / CEO

EIN 753168424  
 MD · NTEE P032  
 FY ending 2024-06-30  
 June 10, 2026

This analysis benchmarks the total compensation of **Tiffany Turner-allen, Executive Director / CEO** (\$102,907) against the **2000** closest of **3,687** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Tiffany Turner-allen — 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 (P032).
BUDGET	Total revenue between \$222,218 and \$497,503 — 0.67x to 1.50x the subject's \$331,669 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,687** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



<b>\$17,055</b> 10TH	<b>\$33,228</b> 25TH	<b>\$55,839</b> MEDIAN	<b>\$77,645</b> 75TH	<b>\$100,271</b> 90TH	<b>\$102,907</b> THIS ORG · 91ST
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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 MD 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="#">Infinity Peer Support Cooperative</a>	NH	\$331,773	Former Executive Director	\$62,673	<b>\$63,727</b>	2023
<a href="#">Faith House Academy &amp; Early Learning Center</a>	OH	\$331,543	Pastor/ceo	\$23,035	<b>\$26,867</b>	2023
<a href="#">Sharecare Of Leelanau Inc</a>	MI	\$331,813	Executive Director	\$70,326	<b>\$77,642</b>	2024
<a href="#">St Joseph Regional Sports Commission Inc</a>	MO	\$331,819	Executive Director	\$6,062	<b>\$6,868</b>	2024
<a href="#">Angels Of Las Vegas</a>	NV	\$331,487	President	\$36,961	<b>\$40,799</b>	2023
<a href="#">Family Connection Of Warren County Inc</a>	GA	\$331,479	Executive Director	\$76,232	<b>\$81,987</b>	2024
<a href="#">Restore Humanity Inc</a>	AR	\$331,449	Chairman	\$71,000	<b>\$85,364</b>	2024
<a href="#">Forensic Nursing Network Inc</a>	OH	\$331,431	Executive Director/treasurer	\$74,544	<b>\$84,451</b>	2024
<a href="#">Raising Harts Corporation</a>	MA	\$332,098	President/ Ceo	\$15,500	<b>\$14,898</b>	2024
<a href="#">Oakland Catholic Worker</a>	CA	\$332,110	Director	\$48,000	<b>\$44,334</b>	2024
<a href="#">Lifetime Care Foundation For Jewish Disabled</a>	NY	\$331,210	Ceo	\$2,247	<b>\$2,236</b>	2023
<a href="#">Anlee Residential Services Inc</a>	OH	\$332,171	President	\$57,327	<b>\$64,946</b>	2024
<a href="#">Mercy Endeavors</a>	LA	\$332,231	Executive Direc	\$19,683	<b>\$23,867</b>	2023
<a href="#">Promise Community Development Inc</a>	KY	\$331,066	Executive Director	\$51,037	<b>\$60,382</b>	2023
<a href="#">Manhattan Senior Center Inc</a>	KS	\$332,278	Executive Di	\$51,000	<b>\$58,933</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Texas Baptist Prisoner Family Ministry</a>	TX	\$331,025	Executive Director	\$98,167	<b>\$105,035</b>	2024
<a href="#">Ulloa Childrens Center</a>	CA	\$331,025	President-5/25	\$80,302	<b>\$72,257</b>	2025
<a href="#">Care House Learning Center</a>	ID	\$332,317	Director	\$22,998	<b>\$25,494</b>	2025
<a href="#">Manna House Ministries Inc</a>	GA	\$332,369	Director	\$29,333	<b>\$32,479</b>	2023
<a href="#">Family Support Center Of Washington Co</a>	UT	\$332,383	Executive Director	\$75,035	<b>\$82,144</b>	2024
<a href="#">Stmary'scaringinc</a>	MD	\$332,463	Executive Director	\$43,200	<b>\$43,200</b>	2024
<a href="#">Serve Ethiopians Washington</a>	WA	\$332,658	Executive Director	\$92,480	<b>\$88,563</b>	2024
<a href="#">Todos Together Inc</a>	PR	\$332,666	Executive Director	\$44,859	<b>\$44,859</b>	2024
<a href="#">Hamilton House</a>	RI	\$332,674	Executive Di	\$69,732	<b>\$69,677</b>	2025
<a href="#">Seawells Creative Daycare Inc</a>	NC	\$332,756	President	\$23,250	<b>\$26,455</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 2000 organizations. Compensation range \$19–\$591,213; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$331,669); for reference, expenses \$575,790 and assets \$935,638. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Tiffany Turner-allen, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	129 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	39 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	<b>91<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>93<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>92<sup>nd</sup></b>
All sources (D + E + F), adjusted	<b>86<sup>th</sup></b>

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 (Tiffany Turner-allen) 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 10, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,907 is reasonable (approximately the 91<sup>st</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 10, 2026.