

Continental Gardens Housing Corporation

Executive Director / CEO

EIN 810505222
 MT · NTEE L210
 FY ending 2024-09-30
 June 13, 2026

This analysis benchmarks the total compensation of **Margie Seccomb, Executive Director / CEO** (\$19,661) against **every comparable organization** that fit the selection criteria — **228** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

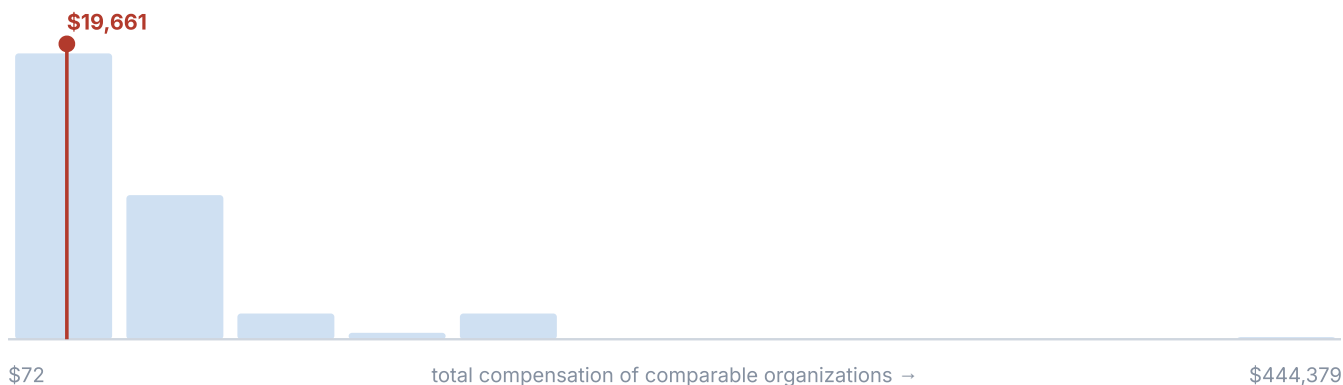
Benchmarked executive: Margie Seccomb — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L210).
BUDGET	Total revenue between \$330,722 and \$740,422 — 0.67x to 1.50x the subject's \$493,615 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

228 organizations qualified on sector, size, and geography → **228** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,186	\$18,931	\$34,375	\$52,104	\$82,170	\$19,661
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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 MT 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
Wayne Densch Center Inc	FL	\$494,994	Former Executive Director	\$81,522	\$73,145	2023
Sayre Christian Village Apts li Inc	KY	\$495,528	Non-voting Board Member	\$6,346	\$6,325	2024
Luther Village lii Of Dover Inc	DE	\$498,818	Executive Director	\$5,345	\$4,855	2024
Nhdc Hampton Court Apartments Inc	CA	\$487,216	President	\$13,750	\$11,015	2024
Snhs Elderly Housing lv Inc	NH	\$500,310	Treasurer	\$53,564	\$44,700	2025
United Church Residences Of West Jackson	OH	\$501,185	Treasurer	\$34,230	\$34,627	2023
Abbey Rhf Housing Inc	CA	\$483,873	President/ceo	\$68,128	\$54,575	2024
St David's Non-profit Housing	MI	\$505,148	Assistant Secretary	\$69,471	\$64,806	2025
Mercy Siena Springs Inc	CO	\$506,024	Director	\$34,463	\$31,562	2023
Alexandria Ministries Inc	CO	\$479,026	President	\$11,727	\$10,739	2023
Dublin Transit Eah Inc	CA	\$478,483	President	\$32,623	\$26,133	2024
Habitat Housing Solutions Inc	FL	\$477,289	President & Ceo	\$31,879	\$28,603	2023
La Casa Village Inc	WI	\$510,152	Board Member	\$21,467	\$20,798	2024
Jonah Affordable Housing	TN	\$476,478	Executive Director	\$37,497	\$36,565	2024
Bivins Village Phase li	TX	\$511,112	President	\$52,498	\$48,717	2024
The Gamelin Association	WA	\$512,816	President	\$535,028	\$444,379	2024
The Landing Apartments	MN	\$473,206	President & Executive Vp	\$22,614	\$20,730	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Church Residences Development	OH	\$472,912	President	\$46,401	\$45,592	2024
Montcalm Housing Corporation	MI	\$515,093	Secretary	\$10,580	\$10,131	2024
Epworth Village	KS	\$515,179	Manager	\$81,570	\$81,751	2024
Wesco Housing Corporation	OH	\$515,830	President	\$30,476	\$29,945	2024
Marin Homes For Independent Living	CO	\$470,536	President	\$22,009	\$19,578	2024
Change Happens Cdc	TX	\$468,693	Executive Director	\$125,000	\$119,424	2023
Great Falls Housing Corporation	NJ	\$468,644	Chair/president	\$11,741	\$10,012	2023
Dr Lynch Foundation	CA	\$518,707	Director	\$61,321	\$47,856	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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	228 organizations. Compensation range \$72–\$444,379; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$493,615); for reference, expenses \$640,459 and assets \$1,814,318.
ROLE MATCH	Margie Seccomb, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	181 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 17 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	26 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	26 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 (Margie Seccomb) 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 13, 2026, comparing compensation against 228 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,661 is reasonable (approximately the 26th 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 13, 2026.