

Madison International Partners Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jean-rene Watchou, Executive Director / CEO** (\$71,000) against **every comparable organization** that fit the selection criteria — **239** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

Benchmarked executive: Jean-rene Watchou — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q21).

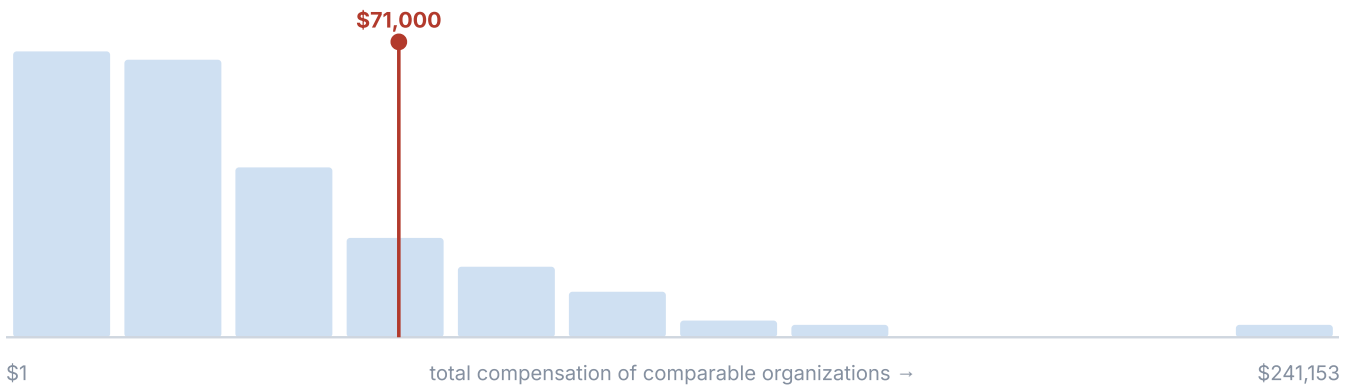
BUDGET Total revenue between \$100,058 and \$224,011 — 0.67x to 1.50x the subject's \$149,341 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

239 organizations qualified on sector, size, and geography

→ **239** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,445

\$15,701

\$35,467

\$61,609

\$92,706

\$71,000



● 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 WI 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
Global Seed Savers	CO	\$149,336	Executive Dir.	\$56,000	\$52,935	2023
Fs Home Owners Foundation Inc	CT	\$149,575	Secretarytreasurer	\$431	\$387	2024
Horeb Ministries	VA	\$150,363	Treasurer	\$25,350	\$23,437	2024
European Union Studies Association	PA	\$147,788	Executive Di	\$39,887	\$39,212	2023
Missions International Inc	GA	\$151,701	Executive Director & Trust	\$16,000	\$15,404	2024
Hearing Heart Missions	MN	\$152,015	President	\$12,579	\$11,901	2024
Forming Sustainable Development Foundations Inc		\$146,122	Board Chair	\$12,000	\$12,000	2024
American Security Council	FL	\$145,098	Executive Di	\$71,654	\$64,454	2024
The Westminster Institute	VA	\$145,000	Director	\$43,750	\$40,448	2024
Ten Thousand Villages Of Central Pennsylvania Inc	PA	\$144,642	Executive Director	\$44,448	\$42,442	2024
Codespa America	DC	\$144,538	Executive Director	\$128,057	\$107,600	2024
Puentes De Esperanza	IN	\$154,306	President	\$50,000	\$51,979	2023
United Justice	CA	\$154,696	President	\$66,962	\$57,001	2023
Focus Builders International	TX	\$143,877	President	\$27,000	\$25,194	2025
Missoula Medical Aid	MT	\$154,927	Executive Director	\$9,300	\$9,599	2024
His Heart For Africa Inc	TN	\$155,057	President	\$4,900	\$5,078	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
His Hands Mission International	AL	\$155,305	Executive Di	\$127,620	\$132,016	2024
Elijah Cummings Youth Program	MD	\$143,045	Executive Director	\$97,402	\$89,769	2023
Guatemala Healing Hands Foundation Inc	NY	\$142,751	President	\$20,351	\$17,154	2025
China Passage Inc	PA	\$156,771	President/director	\$79,200	\$75,626	2024
World Dental Relief Inc	OK	\$140,901	President	\$84,400	\$88,988	2024
Christalis Inc	MD	\$140,420	President/ceo (Founder)	\$42,500	\$39,169	2023
Nanubhai Education Foundation Inc	GA	\$140,204	Executive Director	\$8,400	\$8,087	2024
Open Arms Foundation Inc	WV	\$139,946	Board Chair	\$50,350	\$52,200	2024
Desert Angels Inc	AZ	\$139,479	Ceo	\$96,313	\$91,312	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	239 organizations. Compensation range \$1–\$241,153; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$149,341); for reference, expenses \$143,137 and assets \$274,004.
ROLE MATCH	Jean-rene Watchou, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	81 st
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	79 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 (Jean-rene Watchou) 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 239 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,000 is reasonable (approximately the 81st 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.