

# Maxcen Housing Society Pennsylvania Branch Inc

EIN 821448961

PA · NTEE L40

FY ending 2024-12-31

June 10, 2026

Executive Director / CEO

This analysis benchmarks the total compensation of **Jean Maxcene Decarde, Executive Director / CEO** (\$5,188) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

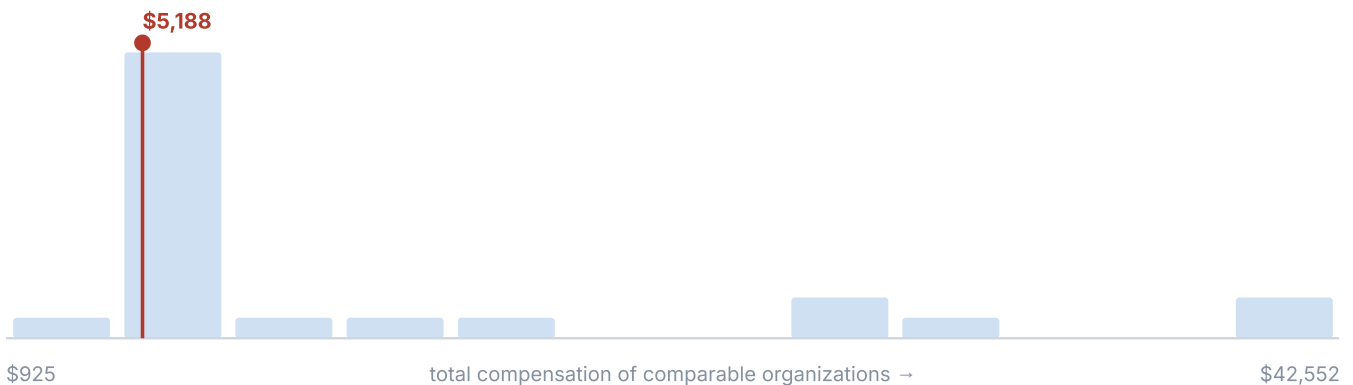
**Benchmarked executive:** Jean Maxcene Decarde — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L40).
BUDGET	Total revenue between \$52,639 and \$117,850 — 0.67x to 1.50x the subject's \$78,567 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$4,662</b> 10TH	<b>\$4,871</b> 25TH	<b>\$5,204</b> MEDIAN	<b>\$14,043</b> 75TH	<b>\$29,354</b> 90TH	<b>\$5,188</b> THIS ORG · 43RD
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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 PA 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="#">Cudas Unhooked Inc</a>	FL	\$79,541	Executive Director	\$4,800	<b>\$4,656</b>	2023
<a href="#">Maxcen Housing Society Inc Rhode Island Branch</a>	RI	\$74,583	Ceo	\$5,188	<b>\$4,988</b>	2024
<a href="#">Maxcen Housing Society Inc Missouri Branch</a>	MO	\$73,359	President	\$5,188	<b>\$5,510</b>	2024
<a href="#">Maxcen Housing Society Dc Branch</a>	DC	\$84,045	Ceo	\$5,188	<b>\$4,565</b>	2024
<a href="#">Maxcen Housing Society New Jersey Branch Inc</a>	NJ	\$71,995	Ceo	\$5,233	<b>\$4,685</b>	2024
<a href="#">Maxcen Housing Society Inc Illinois Branch</a>	IL	\$71,971	Director	\$5,188	<b>\$5,115</b>	2024
<a href="#">Maxcen Housing Society Inc Virginia Branch</a>	VA	\$86,544	Ceo	\$5,188	<b>\$5,023</b>	2024
<a href="#">Maxcen Housing Society Inc Georgia Branch</a>	GA	\$87,214	Ceo	\$5,188	<b>\$5,231</b>	2024
<a href="#">Maxcen Housing Society Maryland Branch Inc</a>	MD	\$87,218	Ceo	\$5,188	<b>\$4,864</b>	2024
<a href="#">Maxcen Housing Society Inc Connecticut Branch</a>	CT	\$88,568	Director	\$5,188	<b>\$4,878</b>	2024
<a href="#">Maxcen Housing Society Inc New York Branch</a>	NY	\$91,394	Ceo	\$5,188	<b>\$4,701</b>	2024
<a href="#">Maxcen Housing Society Inc Texas Branch</a>	TX	\$93,399	Ceo	\$5,188	<b>\$5,204</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Maxcen Housing Inc North Carolina Branch</a>	NC	\$93,912	Executive Director	\$5,162	<b>\$5,349</b>	2024
<a href="#">Bay Bridge Corporation</a>	CA	\$62,912	Ceo	\$47,732	<b>\$42,552</b>	2023
<a href="#">Maxcen Housing Society Puerto Rico Branch Inc</a>	PR	\$97,051	Ceo	\$5,188	<b>\$5,188</b>	2024
<a href="#">Community Services First Housing</a>	NY	\$97,633	Director	\$30,342	<b>\$27,494</b>	2024
<a href="#">Maxcen Housing Society</a>	FL	\$97,995	Executive Director Ceo	\$982	<b>\$925</b>	2024
<a href="#">Project Recovery Inc</a>	CA	\$54,542	Secty/treas	\$9,000	<b>\$8,023</b>	2023
<a href="#">On Our Way Home Inc</a>	OH	\$53,989	Director	\$11,375	<b>\$12,438</b>	2023
<a href="#">Valentine Foundation Inc</a>	NJ	\$107,474	Director	\$44,980	<b>\$41,461</b>	2023
<a href="#">Fresh Start Ministries Of San Angelo</a>	TX	\$111,873	Executive Director	\$15,600	<b>\$15,648</b>	2024
<a href="#">Outreach For Christ Inc</a>	VA	\$112,171	President	\$29,914	<b>\$29,819</b>	2023
<a href="#">Citywide Supportive Housing Development</a>	NY	\$116,100	Executive Director	\$29,726	<b>\$26,936</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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** 23 organizations. Compensation range \$925–\$42,552; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$78,567); for reference, expenses \$75,098 and assets \$78,567.

ROLE MATCH	Jean Maxcene Decarde, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	43 <sup>rd</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 (Jean Maxcene Decarde) 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 23 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,188 is reasonable (approximately the 43<sup>rd</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.