

Judson Terrace Homes Inc

Executive Director / CEO

EIN 956153706
 CA · NTEE L21Z
 FY ending 2024-09-30
 June 13, 2026

This analysis benchmarks the total compensation of **John H Cochrane Iii, Executive Director / CEO** (\$40,383) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

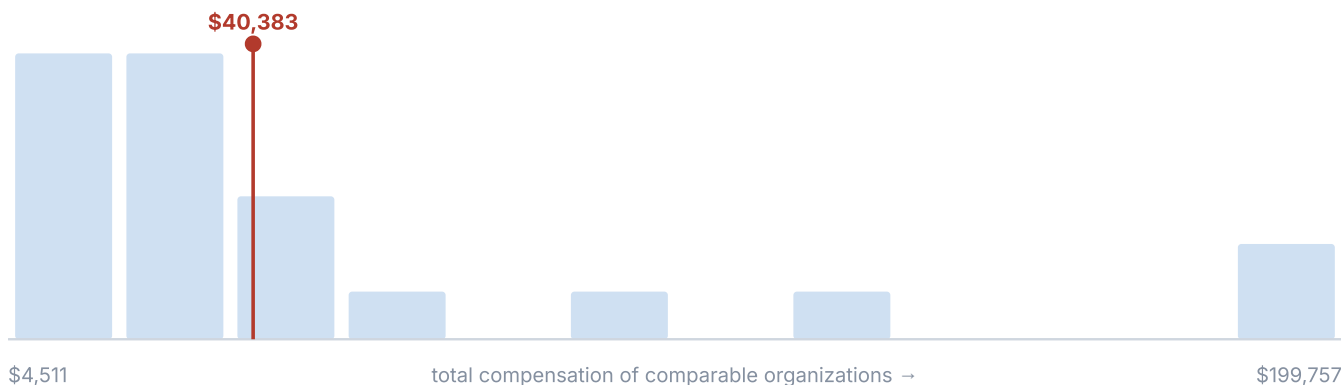
Benchmarked executive: John H Cochrane Iii — reported title "CHIEF EXECUTIVE OFFICER", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21Z).
BUDGET	Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,063	\$18,994	\$30,385	\$54,729	\$130,027	\$40,383
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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 CA 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
Garden City Neighbors Inc	MT	\$0	Executive Di	\$3,614	\$4,511	2024
Beyond Housing Gp Inc	MO	\$0	President	\$8,454	\$10,370	2024
Arlington Voa Living Center Inc	VA	\$0	President	\$183,373	\$199,757	2025
16 Dutch Housing Development Fund	NY	\$0	President & Ceo	\$26,873	\$28,122	2024
Harbor Side Apartments Housing	NY	\$0	Ceo	\$25,719	\$26,914	2024
Mid-south Housing Foundation	MS	\$0	President	\$77,500	\$99,960	2024
Tcb Holdings Inc	MA	\$0	Treasurer, Director	\$45,315	\$47,158	2024
The Hamilton Housing Development	NY	\$0	Secretary/treasurer	\$28,601	\$29,930	2024
Tg_303 Inc	TX	\$0	Executive Director	\$29,794	\$34,514	2024
Center Presbyterian Senior Housing Inc	PA	\$0	Director, President And Se	\$13,200	\$15,695	2023
Butler Presbyterian Senior Housing Inc	PA	\$0	Director, President And Se	\$13,200	\$15,695	2023
Acmh East 144th Street Housing	NY	\$0	Executive Vp & Ceo	\$114,621	\$123,491	2023
Housing Works 454 Lexington Avenue	NY	\$0	Secretary	\$27,348	\$29,464	2023
Geel Webster Avenue Housing Development Fund	NY	\$0	Secretary & Executive Director	\$28,625	\$30,840	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rhg Management Services Inc	GA	\$0	Ceo/director	\$43,792	\$52,498	2023
Bridge 202 Apartments	NY	\$0	Ceo	\$18,651	\$20,094	2023
Find Inc	VA	\$0	Executive Director	\$13,537	\$15,584	2023
Lea County Good Samaritan Housing Inc	SD	\$0	President & Ceo	\$143,523	\$188,854	2023
Two Bridges-settlement Housing Corp	NY	\$0	President	\$38,386	\$41,356	2023
Midpen Community Land Trust	CA	\$0	Cfo/assistant Secretary	\$59,660	\$61,422	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	20 organizations. Compensation range \$4,511–\$199,757; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$0); for reference, expenses \$0 and assets \$9,818.
ROLE MATCH	John H Cochrane lii, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 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	60 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	90 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 (John H Cochrane lli) 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 20 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,383 is reasonable (approximately the 60th 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.