

Three Rivers Commons Inc

Executive Director / CEO

EIN 251469791

PA · NTEE P99

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Mary Anne Poutous, Executive Director / CEO** (\$5,667) against **every comparable organization** that fit the selection criteria — **196** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Mary Anne Poutous — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P99).

BUDGET Total revenue between \$293,783 and \$657,724 — 0.67x to 1.50x the subject's \$438,483 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

196 organizations qualified on sector, size, and geography

→ **196** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,662	\$38,511	\$66,141	\$85,549	\$115,624	\$5,667
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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
Compassionate Care Management Inc	OH	\$436,756	President	\$56,400	\$59,902	2024
Random Acts Of Flowers Indianapolis Inc	IN	\$440,376	Executive Director	\$75,420	\$77,700	2025
Taunton Community Access & Media Inc	MA	\$440,530	President	\$9,000	\$8,110	2024
New Hope Global Ministries Inc	NC	\$436,429	President	\$58,000	\$60,096	2024
Noahs House Inc	PA	\$435,598	Executive Director/recovery Liaison	\$132,859	\$132,859	2024
Loudoun Cares	VA	\$443,401	Executive Di	\$72,333	\$72,104	2023
Legacy Ministries Inc	WY	\$433,344	President/executive Direct	\$106,596	\$114,462	2024
Amazon Salt And Light	IL	\$432,051	Directorin-country Ex Dir Sch O	\$131,491	\$129,630	2024
Help Peru Inc	NY	\$431,845	Executive Dir.	\$95,000	\$88,625	2023
Stronger Together Now	CA	\$430,751	Chief Executive Office	\$66,954	\$57,975	2024
Adalyn Rose Foundation	PA	\$430,398	Executive Di	\$20,700	\$20,700	2024
Laundrycares Foundation	IL	\$428,396	Executive Vice President	\$131,078	\$133,040	2023
Penfield Hope Inc	NY	\$449,331	Secretary	\$41,310	\$38,538	2023
Nevada Paralyzed Veterans Of	NV	\$427,476	Executive Di	\$96,096	\$99,444	2023
Ally S Wish Inc	TX	\$450,435	President	\$112,000	\$112,346	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Carolyns Place Inc	CT	\$426,403	Executive Director	\$72,056	\$67,748	2024
The Unforgettables Foundation	CA	\$452,164	President & Ceo	\$84,072	\$72,798	2024
United Steelworkers Union Local 13-12	LA	\$453,386	Business Manager	\$79,897	\$88,221	2024
Omaha Forus Inc	NE	\$423,026	Executive Director	\$80,851	\$87,201	2024
Shadida Solutions Corporation	MA	\$421,987	Director/cle	\$134,231	\$117,839	2025
Society Of St Vincent De Paul	WI	\$421,409	Outreach Supervisor	\$62,005	\$64,935	2024
Life Plan Of Kentucky Inc	KY	\$421,318	Executive Di	\$118,750	\$127,935	2024
Micronesia Climate Change Alliance Inc	GU	\$456,651	Director Of Administrative Affairs	\$28,000	\$28,827	2023
Payee Services Inc	WI	\$457,007	President	\$2,463	\$2,579	2024
Philly Truce Foundation	PA	\$419,325	Secretary	\$2,000	\$2,000	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.

■ Sample, role match & sensitivity

PEER COUNT **196** organizations. Compensation range \$758–\$554,262; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$438,483); for reference, expenses \$426,036 and assets \$724,544.

ROLE MATCH	Mary Anne Poutous, reported title <i>"President & CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	4 th
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	86 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 (Mary Anne Poutous) 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 196 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,667 is reasonable (approximately the 4th 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.