

Junior Achievement Of The Michigan

Executive Director / CEO

EIN 381402160

MI · NTEE Q320

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Connie Poisson, Executive Director / CEO** (\$78,154) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

Benchmarked executive: Connie Poisson — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q320).

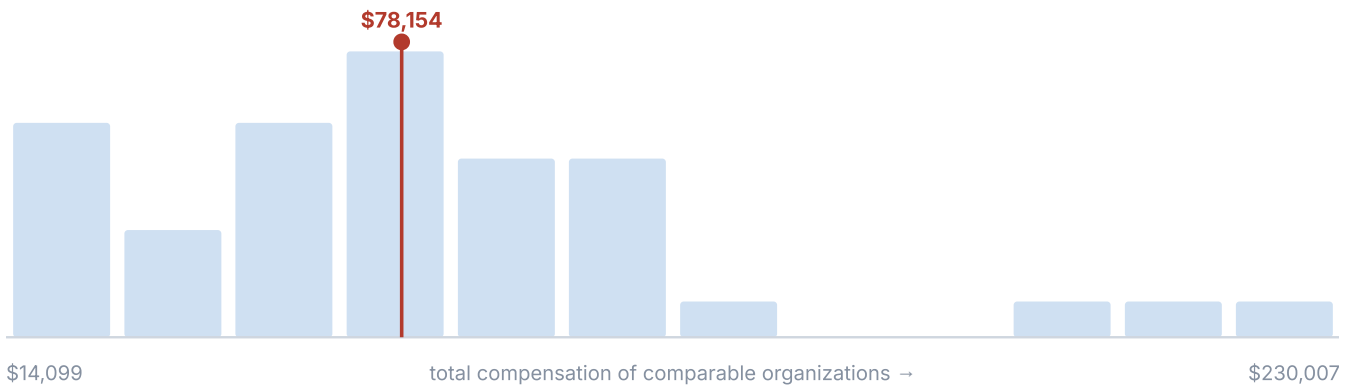
BUDGET Total revenue between \$261,929 and \$586,408 — 0.67x to 1.50x the subject's \$390,939 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q32), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography

→ **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,744	\$51,323	\$79,583	\$102,577	\$124,559	\$78,154
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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 MI 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
Conservation Through Poverty Alleviation International Inc	MA	\$387,360	Managing Director	\$49,763	\$44,471	2024
Georgie Badiel Foundation Inc	NY	\$373,925	Ceo	\$98,010	\$90,676	2023
Soul Foundation Inc	MD	\$372,845	Chair	\$96,921	\$90,110	2024
Joycorps Project	AR	\$409,694	Executive Director	\$52,653	\$58,857	2024
Thomas Jefferson Institute For The Study Of World Politics	DC	\$365,689	President	\$256,004	\$230,007	2023
Sanabel Microfinance Network Of The		\$425,004	Executive Director	\$21,394	\$22,609	2023
Go Love	SC	\$427,042	Executive Director	\$13,200	\$14,099	2023
Missions Development International	TN	\$431,475	President	\$78,116	\$84,068	2023
Peri Support Fund Inc	MA	\$432,226	President	\$32,455	\$29,860	2023
Junior Achievement Of Southern Ma	MA	\$346,789	President & Ceo	\$90,424	\$83,194	2023
Junior Achievement Of Eastern North	NC	\$345,533	President And Ceo	\$105,074	\$105,186	2025
Manas Development Group	DC	\$442,276	President	\$29,068	\$26,116	2023
Discipling Marketplace Leaders	MI	\$453,546	President	\$50,000	\$51,323	2024
Junior Achievement Of Arkansas Inc	AR	\$460,297	President	\$92,049	\$105,934	2023
Sembrando Sentido Inc	PR	\$460,511	Executive Director	\$99,933	\$102,577	2024
Junior Achievement Of The Ocoee Region	TN	\$310,470	President	\$93,593	\$95,313	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The G-24 Liaison Office	DC	\$474,405	Director	\$231,941	\$202,409	2024
Junior Achievement Of Southwest	VA	\$302,302	President	\$82,581	\$79,295	2024
One World Goods Inc	NY	\$300,498	Store Manager	\$59,387	\$53,367	2024
Grow Ahead Foundation	OR	\$293,206	Executive Director Board Pre	\$21,000	\$19,966	2023
Native Future	ME	\$286,586	President	\$62,500	\$62,238	2024
Junior Achievement Of The Desert Southwest	TX	\$285,477	President	\$78,018	\$79,903	2023
20 Liters	MI	\$284,894	Executive Director	\$28,087	\$28,830	2024
Jungle Ministry	WA	\$284,502	President/ex	\$80,422	\$71,604	2024
Nehemiah Gateway Usa Inc	CO	\$281,973	President	\$85,000	\$81,054	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI cost of living and 2025 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 MI 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	37 organizations. Compensation range \$14,099–\$230,007; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$390,939); for reference, expenses \$323,153 and assets \$201,851.
ROLE MATCH	Connie Poisson, reported title " <i>PRESIDENT</i> ", 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	46 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	41 st

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 (Connie Poisson) 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 37 similarly situated organizations (Same NTEE sector (Q32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,154 is reasonable (approximately the 46th 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.