

# Consumer Advocates Of Pjm States Inc

Executive Director / CEO

EIN 462335428

OH · NTEE L01

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Gregory Poulos, Executive Director / CEO** (\$191,500) against **every comparable organization** that fit the selection criteria — **1310** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Gregory Poulos — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L01).
BUDGET	Total revenue between \$321,669 and \$720,154 — 0.67x to 1.50x the subject's \$480,103 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

**1,310** organizations qualified on sector, size, and geography → **1,310** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,759	\$23,250	\$45,298	\$65,713	\$94,926	<b>\$191,500</b>
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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 OH 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="#">Caap Housing Inc</a>	IN	\$480,130	Officer	\$146,486	<b>\$145,850</b>	2024
<a href="#">Urm Support Corporation</a>	CA	\$480,000	Treasurer	\$27,859	<b>\$23,384</b>	2023
<a href="#">Pilgrim Terrace Cooperative Homes</a>	CA	\$480,355	Executive Director	\$87,574	<b>\$73,506</b>	2023
<a href="#">Fenway Companies Inc</a>	MA	\$479,610	Director (As Of 5/24)	\$19,498	<b>\$16,543</b>	2024
<a href="#">Geel East 182nd Street Corporation</a>	NY	\$479,570	Executive Director	\$28,625	<b>\$25,143</b>	2023
<a href="#">Chautauqua Community Residence Inc</a>	NY	\$480,741	Ceo	\$54,422	<b>\$46,431</b>	2024
<a href="#">Senior Affordable Housing Corp No 1</a>	CA	\$479,251	Chief Executive Officer	\$40,383	<b>\$32,923</b>	2024
<a href="#">Loaves And Fishes Ministry</a>	GA	\$481,111	Executive Director	\$61,837	<b>\$60,437</b>	2023
<a href="#">Alexandria Ministries Inc</a>	CO	\$479,026	President	\$11,727	<b>\$10,930</b>	2023
<a href="#">Adam &amp; Bruce Housing Corporation</a>	CA	\$479,014	President/ceo	\$76,739	<b>\$60,951</b>	2025
<a href="#">Urban League Of Southern Ct Inc</a>	CT	\$479,013	Ceo	\$164,438	<b>\$145,568</b>	2024
<a href="#">Inner City Recovery Homes International</a>	CA	\$481,502	Director	\$8,160	<b>\$6,653</b>	2024
<a href="#">Community Supportive Living Systems</a>	IL	\$478,532	President/ce	\$74,733	<b>\$71,417</b>	2023
<a href="#">Dublin Transit Eah Inc</a>	CA	\$478,483	President	\$32,623	<b>\$26,597</b>	2024
<a href="#">Hope Avenue Twin Cities</a>	MN	\$481,886	Board Member	\$6,000	<b>\$5,598</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Colorado Community Land Trust</a>	CO	\$478,191	Ceo/executive Director	\$6,457	<b>\$5,846</b>	2024
<a href="#">Mgrs Inc</a>	CT	\$482,073	Director	\$4,500	<b>\$3,881</b>	2025
<a href="#">Vinecrest Senior Apartments Inc</a>	CA	\$477,837	Ceo	\$29,210	<b>\$23,814</b>	2024
<a href="#">Home Together A Nonprofit Corporation</a>	NV	\$482,513	Executive Director	\$90,000	<b>\$85,175</b>	2024
<a href="#">Sandstone Housing Corporation</a>	NY	\$477,374	Executive Director	\$69,056	<b>\$57,397</b>	2025
<a href="#">Project Home Development Corporation</a>	WI	\$477,316	Executive Director	\$5,035	<b>\$4,965</b>	2024
<a href="#">Habitat Housing Solutions Inc</a>	FL	\$477,289	President & Ceo	\$31,879	<b>\$29,111</b>	2023
<a href="#">Columbia Housing Center Inc</a>	MD	\$477,279	Executive Director	\$106,113	<b>\$93,665</b>	2024
<a href="#">Drayton Pines Inc</a>	NC	\$477,082	Secretary/treasurer	\$46,419	<b>\$45,284</b>	2024
<a href="#">Access House Inc</a>	NY	\$483,315	Treasurer	\$25,733	<b>\$21,954</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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** 1310 organizations. Compensation range \$73–\$570,721; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$480,103); for reference, expenses \$468,533 and assets \$292,778.

ROLE MATCH	Gregory Poulos, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	720 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	68 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	99 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	99 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Gregory Poulos) 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 1310 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$191,500 is reasonable (approximately the 99<sup>th</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 13, 2026.