

George A And Angela G Paterakis

Executive Director / CEO

EIN 474050597

IL · NTEE L22

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Effie Lalios, Executive Director / CEO** (\$16,840) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Effie Lalios — reported title “GARCC - CHIEF FINANCIAL OFFICER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L22).

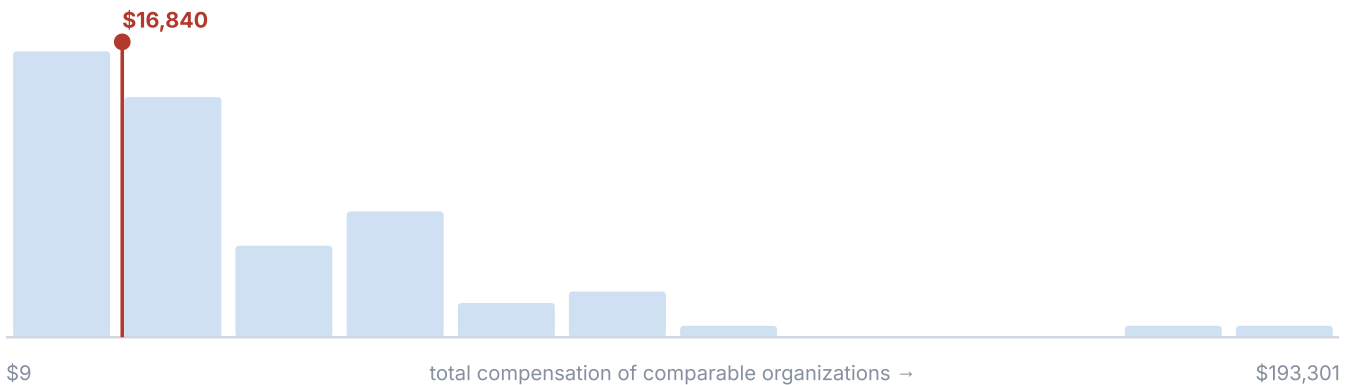
BUDGET Total revenue between \$16,900 and \$37,837 — 0.67x to 1.50x the subject's \$25,225 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

75 organizations qualified on sector, size, and geography

→ **75** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,727	\$11,966	\$25,773	\$53,710	\$68,436	\$16,840
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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 IL 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
Atlanta Affordable Housing For The	GA	\$25,380	President & Ceo	\$84,307	\$88,772	2023
East Austin Conservancy	TX	\$25,383	Executive Director	\$90,787	\$92,375	2024
W A F A	WA	\$25,054	Executive Director	\$15,800	\$14,814	2023
Pathstone Alliance For Better Housing	PA	\$24,967	President	\$2,614	\$2,652	2024
Beam Homes Inc	MD	\$25,678	President	\$20,272	\$19,848	2023
Newbridge Housing.li Inc	NJ	\$24,757	Ceo	\$11,980	\$10,880	2024
Ashlawn View Inc	VA	\$24,725	Executive Director	\$57,939	\$58,584	2023
Independence Iii Inc	NJ	\$24,667	President	\$59,141	\$53,710	2024
Mid-peninsula Holy Family Corporation	CA	\$25,813	Cfo / Assistant Secretary	\$77,467	\$68,042	2024
Kendal At Ventura	CA	\$23,968	Ceo	\$23,179	\$20,359	2024
Race Housing Corporation	OH	\$26,596	Ceo	\$14,293	\$15,398	2024
Good Deeds And Good Seeds	TX	\$23,615	President	\$4,800	\$4,884	2024
Habitat For Humanity Of Cherokee	SC	\$26,835	Executive Di	\$5,090	\$5,401	2024
Piney Ridge Apartments Corporation	VA	\$23,436	Executive Director	\$57,939	\$58,584	2023
Salt & Light Housing.I Inc	NJ	\$23,305	President	\$59,141	\$53,710	2024
Clc Fund For The Disabled Inc	NY	\$22,955	Ceo (Through 9/30/2024)	\$19,131	\$17,584	2024
Polaris Endeavors Inc	FL	\$22,932	Ceo/secretary	\$29,980	\$28,648	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bluegrass Village Inc	KY	\$27,694	Cfo	\$46,218	\$50,508	2024
Tarheel Regional Community Development Corporation	NC	\$22,625	President	\$12,000	\$12,984	2023
Chynoweth Housing Inc	CA	\$27,995	President	\$41,962	\$37,945	2023
Tivoli Non-profit Housing Corporation	MI	\$28,162	Assistant Secretary	\$65,434	\$68,699	2024
Creative Housing Inc Vii	OH	\$28,180	President	\$8,713	\$9,664	2023
Elks National Home And Retirement Center	IL	\$22,052	Grand Secretary	\$21,257	\$21,257	2024
Porchlight Foundation Inc	WI	\$21,976	Secretary	\$30,000	\$32,810	2023
Boston Homeowner Services Collaborative	MA	\$21,771	Chief Executive Officer	\$39,784	\$37,438	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 75 organizations. Compensation range \$9–\$193,301; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$25,225); for reference, expenses \$151,212 and assets \$1,214,151. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Effie Lalios, reported title "*GARCC - CHIEF FINANCIAL OFFICER*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 59 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	33 rd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	23 rd

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 (Effie Lalios) 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 75 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,840 is reasonable (approximately the 33rd 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.