

# Ohio High School Bowling Coaches

Executive Director / CEO

EIN 800486348

OH · NTEE S41

FY ending 2025-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Greg Coules, Executive Director / CEO** (\$29,400) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Greg Coules — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S41).

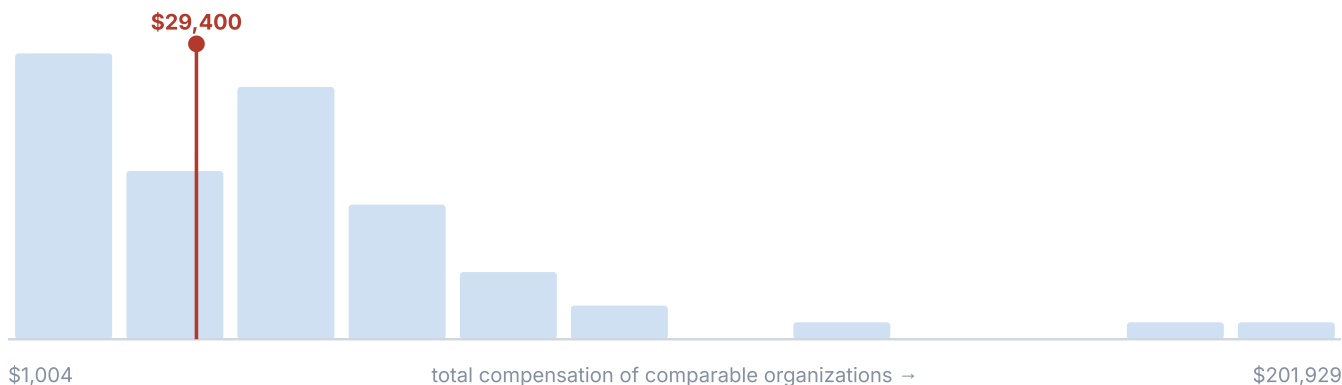
**BUDGET** Total revenue between \$54,010 and \$120,918 — 0.67x to 1.50x the subject's \$80,612 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**59** organizations qualified on sector, size, and geography

→ **59** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,092	\$16,774	\$36,413	\$55,921	\$78,762	\$29,400
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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="#">Federation Of Mental Health Services Inc</a>	NY	\$81,000	President	\$19,200	<b>\$17,311</b>	2023
<a href="#">National Independent Talent Organization</a>	CA	\$81,184	Executive Dir.	\$49,998	<b>\$41,841</b>	2024
<a href="#">Lower Santa Cruz River Allianceinc</a>	AZ	\$80,000	President Ce	\$52,500	<b>\$50,377</b>	2023
<a href="#">Northwestern Showmen's Club</a>	OR	\$79,706	Secretary	\$9,000	<b>\$8,100</b>	2024
<a href="#">Montgomery Area Chamber Of Commerce</a>	TX	\$79,463	Executive Dir.	\$57,750	<b>\$57,639</b>	2023
<a href="#">Monitor Inc</a>	DC	\$81,986	Director, Co-chairman	\$154,006	<b>\$134,842</b>	2023
<a href="#">Tx Assoc Of Mexican American Chambers Of Commerce</a>	TX	\$82,485	President/ceo	\$35,600	<b>\$34,512</b>	2024
<a href="#">La Paz Economic Development Corp</a>	AZ	\$78,013	President	\$75,000	<b>\$68,101</b>	2025
<a href="#">The Hispanic Chamber Of Commerce Of Grand Prairie</a>	TX	\$77,773	President	\$7,000	<b>\$6,786</b>	2024
<a href="#">Commercial Space Progress</a>	NM	\$83,608	Ceo And Director	\$42,914	<b>\$44,731</b>	2024
<a href="#">Montana Avenue Merchant Association</a>	CA	\$83,773	Treasurer	\$1,750	<b>\$1,464</b>	2024
<a href="#">Southwest Veterans Chamber Of Commerce</a>	AZ	\$76,695	Executive Dir.	\$26,791	<b>\$24,970</b>	2024
<a href="#">Dealercpa Network Inc</a>	NY	\$85,900	Executive Director	\$28,800	<b>\$25,966</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Memphis &amp; Shelby Co Vet Med Assn Inc</a>	TN	\$74,916	Executive Director	\$24,000	<b>\$24,449</b>	2024
<a href="#">Indiana Pawnbrokers Association Inc</a>	IN	\$74,862	Executive Director	\$21,000	<b>\$22,096</b>	2023
<a href="#">Parking Industry Institute</a>	DC	\$73,664	Secretary/treasurer/exec Dir	\$41,845	<b>\$34,669</b>	2025
<a href="#">Certification Institute</a>	AR	\$73,200	President	\$12,828	<b>\$13,974</b>	2024
<a href="#">Aerox</a>	NC	\$73,124	President & Director	\$195,867	<b>\$201,929</b>	2023
<a href="#">Namc-dallas Fortworth Chapter Inc</a>	TX	\$88,494	President	\$14,000	<b>\$13,973</b>	2023
<a href="#">International Forum On Ansi-41 Standards Technology</a>	MD	\$72,158	Secretariat	\$96,000	<b>\$86,981</b>	2024
<a href="#">Whitetail Deer Farmers Of Ohio Inc</a>	OH	\$72,034	Executive Director	\$36,000	<b>\$38,044</b>	2023
<a href="#">Grow Spink Inc</a>	SD	\$89,853	Executive Director	\$48,000	<b>\$52,855</b>	2023
<a href="#">Bizworks Enterprise Center</a>	VA	\$90,466	Executive Director	\$65,048	<b>\$59,299</b>	2025
<a href="#">Mat-su Cabaret Hotel Restaurant</a>	AK	\$92,053	Executive Dir.	\$39,300	<b>\$36,413</b>	2024
<a href="#">Washington Contract Firefighters Association</a>	WA	\$92,115	President / Instructor	\$9,870	<b>\$8,817</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 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	59 organizations. Compensation range \$1,004–\$201,929; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$80,612); for reference, expenses \$68,877 and assets \$37,161.
ROLE MATCH	Greg Coulles, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	39 <sup>th</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 (Greg Coulles) 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 59 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$29,400 is reasonable (approximately the 44<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.