

Refuge For The Poor

Executive Director / CEO

EIN 823672347

PA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gregory Drebes, Executive Director / CEO** (\$3,600) against **every comparable organization** that fit the selection criteria — **46** 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: Gregory Drebes — 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 (P20).

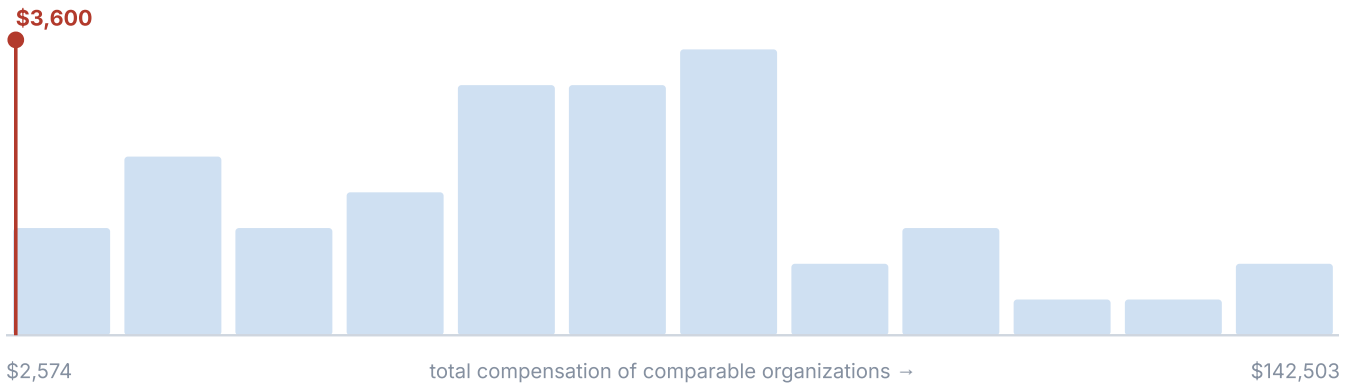
BUDGET Total revenue between \$229,680 and \$514,210 — 0.67x to 1.50x the subject's \$342,807 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + PA + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography

→ **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,689

\$41,163

\$62,463

\$80,847

\$102,788

\$3,600



■ 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
Central Outreach Resource And Refer	PA	\$339,015	Ex Dir	\$142,503	\$142,503	2024
African Missions Project Inc	PA	\$336,934	Executive Director	\$9,850	\$9,850	2024
Philadelphia Grace Project Inc	PA	\$335,113	President/founder	\$25,000	\$25,738	2023
Father Bill Atkinson Center	PA	\$329,726	Program Manager	\$33,852	\$33,852	2024
Blue Mountain Escape Inc	PA	\$326,936	Manager	\$20,560	\$20,560	2024
International House Philadelphia Inc	PA	\$369,626	President & Ceo (Until 10/22)	\$118,001	\$121,486	2023
Germantown Avenue Crisis Ministry	PA	\$372,355	Executive Director	\$64,226	\$62,570	2025
P Michael Boone Foundation Inc	PA	\$313,011	President	\$3,450	\$3,450	2024
Small Town Hope Inc	PA	\$379,615	Executive Director	\$20,935	\$21,553	2023
Technology Learning Collaborative	PA	\$385,578	Executive Director	\$79,355	\$79,355	2024
Northeast Community Center	PA	\$296,841	Executive Di	\$84,723	\$84,723	2024
Hope Inspire Love Inc	PA	\$292,395	President &	\$55,500	\$57,139	2023
Sunday Love Project	PA	\$292,020	Executive Di	\$66,983	\$68,961	2023
Sweet Grace Ministries	PA	\$289,134	President/ex	\$45,898	\$47,254	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Women's Wellness Spa(ce)	PA	\$401,009	President	\$97,500	\$97,500	2024
Family Promise Of Carbon County	PA	\$401,063	Executive Director	\$66,950	\$66,950	2024
A Broader View Volunteers Corp	PA	\$275,743	Employee	\$16,800	\$16,800	2024
Candy's Place	PA	\$273,900	Director	\$79,385	\$81,730	2023
Pediatric Palliative Care Coalition	PA	\$273,629	Executive Director	\$53,900	\$53,900	2024
Pottstown Beacon Of Hope	PA	\$270,745	Executive Director	\$109,660	\$112,899	2023
Laughing At My Nightmare Inc	PA	\$266,898	Vice Pres/treas/secrty	\$64,200	\$66,096	2023
Don Mills Achievement Center	PA	\$266,361	Executive Director Through 12/31/2022	\$68,484	\$70,507	2023
Strawberry Mansion Neighborhood Action Center	PA	\$263,930	Executive Director	\$79,368	\$79,368	2024
Thompson Social Services Inc	PA	\$261,381	President	\$74,700	\$74,700	2024
Bridge Of Hope Harrisburg Area	PA	\$259,996	Executive Director	\$81,743	\$79,636	2025

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	46 organizations. Compensation range \$2,574–\$142,503; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$342,807); for reference, expenses \$248,047 and assets \$212,336.
ROLE MATCH	Gregory Drebes, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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)	4 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	4 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 (Gregory Drebes) 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 46 similarly situated organizations (Same NTEE sector (P20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,600 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 9, 2026.