

Lesbian & Gay Law Association

Executive Director / CEO

EIN 133828712

NY · NTEE R260

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Shain Filcher, Executive Director / CEO** (\$115,250) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Shain Filcher — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (R260).

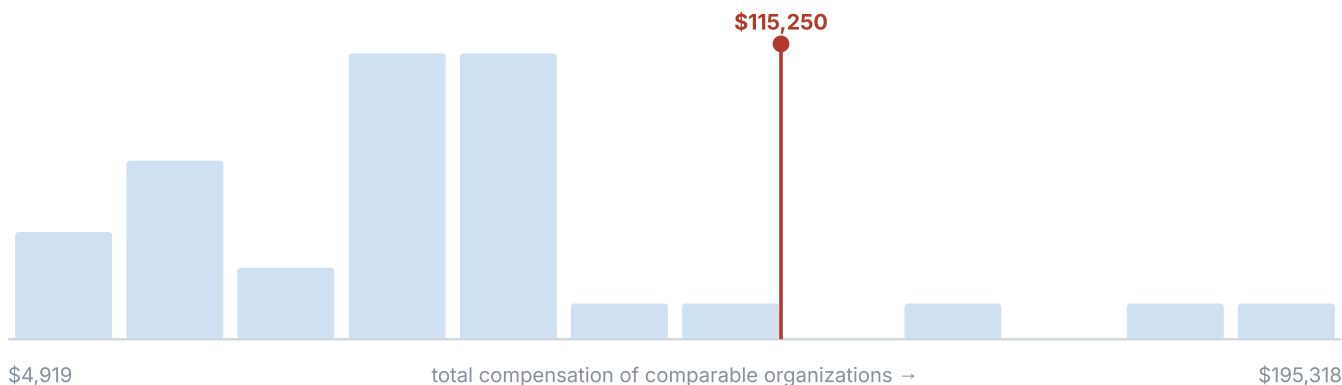
BUDGET Total revenue between \$229,625 and \$514,086 — 0.67x to 1.50x the subject's \$342,724 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (R26), nationwide + budget 0.67–1.5x revenue.

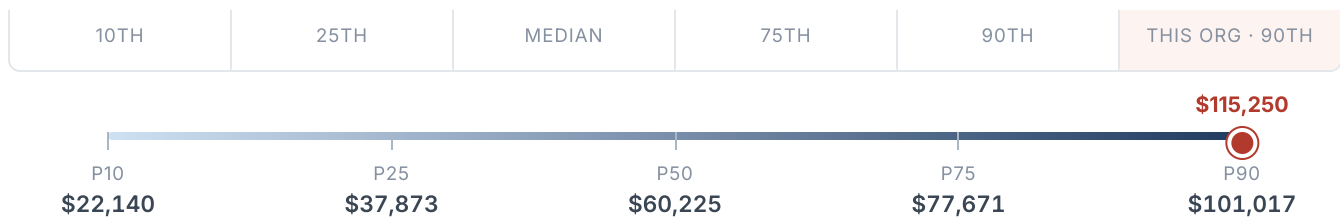
31 organizations qualified on sector, size, and geography

→ **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,140	\$37,873	\$60,225	\$77,671	\$101,017	\$115,250
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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 NY 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
Alliance For Full Acceptance	SC	\$342,993	Key Employee	\$49,583	\$58,935	2023
Colorado Civic Engagement	CO	\$350,411	Executive Di	\$178,783	\$195,318	2023
National Queer Asian Pacific Islander	NY	\$324,767	Executive Dir.	\$145,750	\$145,750	2024
Boston Lesbigan Urban Foundation	MA	\$321,060	President	\$101,580	\$101,017	2024
Equality Nc	NC	\$320,180	Executive Director	\$16,202	\$18,526	2024
Sgm Alliance Inc	FL	\$316,936	Treasurer	\$4,940	\$5,287	2023
Black Queer Town Hall	CA	\$372,204	Chair	\$5,000	\$4,919	2023
Modern Military Association Of America	DC	\$372,502	Executive Dir.	\$168,747	\$163,873	2024
Montana Two Spirit Society	MT	\$373,292	Executive Director	\$24,820	\$29,608	2024
The Equality Alliance	TX	\$375,216	Executive Director	\$65,414	\$74,552	2023
Unhushed	TX	\$295,125	Executive Director	\$20,000	\$22,140	2024
Witness Change Inc	GA	\$288,030	President	\$57,990	\$66,433	2023
Northwest Arkansas Equality Inc	AR	\$398,471	Executive Director	\$48,415	\$60,225	2024
Prism Fl Inc	FL	\$281,311	Executive Director	\$54,615	\$56,778	2024
Bare Chest Calendar Inc	CA	\$277,420	President	\$26,700	\$25,514	2024
Fort Wayne Pride Incorporated	IN	\$271,572	President	\$20,000	\$24,030	2023
Unity Coalition Coalicion Unida Inc	FL	\$425,800	Director	\$50,000	\$51,981	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Frederick Center Inc	MD	\$426,086	Executive Director	\$56,406	\$58,359	2024
Brave House Inc	NY	\$426,440	Executive Director	\$60,000	\$60,000	2024
Gay And Lesbian Community Center	MO	\$255,262	Executive Di	\$27,692	\$32,458	2024
Grand Rapids Pride Center	MI	\$431,015	Executive Director	\$63,442	\$74,607	2023
Fair Wisconsin Education Fund Inc	WI	\$253,859	Executive Director (Thru February)	\$59,299	\$68,535	2024
Naples Pride Inc	FL	\$253,687	President	\$64,583	\$67,141	2024
Asian And Pacific Islanders For Lgbtq Equality-la	CA	\$250,327	Executive Director	\$76,976	\$75,731	2023
Great Lakes Bay Pride	MI	\$247,373	Executive Di	\$71,487	\$81,656	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	31 organizations. Compensation range \$4,919–\$195,318; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$342,724); for reference, expenses \$324,672 and assets \$175,294.
ROLE MATCH	Shain Filcher, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	90 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	84 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 (Shain Filcher) 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 31 similarly situated organizations (Same NTEE sector (R26), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$115,250 is reasonable (approximately the 90th 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.