

Benton Franklin Legal Aid Society

Executive Director / CEO

EIN 141843628

WA · NTEE I80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Barbara Potter, Executive Director / CEO** (\$63,815) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

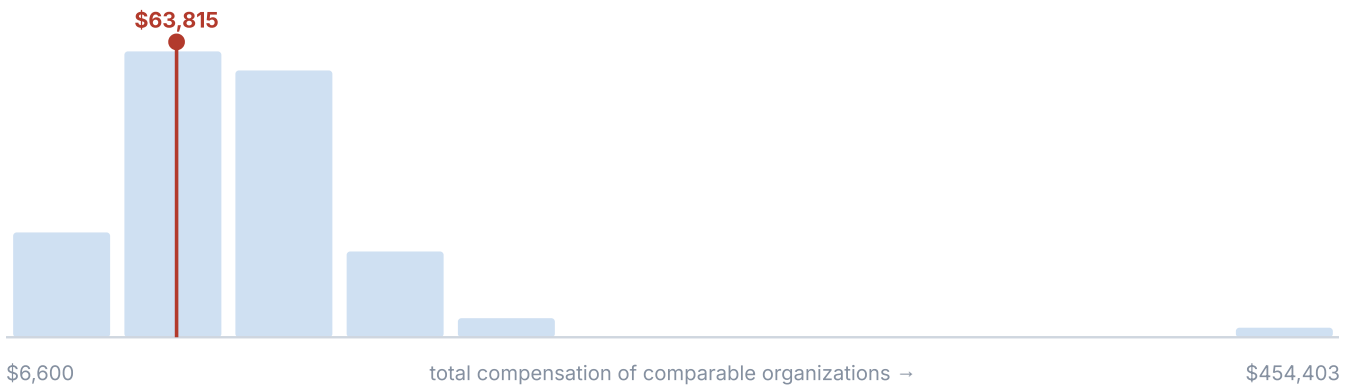
Benchmarked executive: Barbara Potter — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I80).
BUDGET	Total revenue between \$197,434 and \$442,018 — 0.67x to 1.50x the subject's \$294,679 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I80), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography → **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$37,747	\$56,917	\$81,079	\$102,922	\$129,379	\$63,815
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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 WA 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
Justice For Our Neighbors Of The	PA	\$294,362	Executive Dir.	\$32,917	\$37,747	2023
Legal Assistance Of Dakota County	MN	\$293,191	Executive Di	\$88,625	\$100,701	2023
Community Mediation Dc	DC	\$296,363	Former Executive Director	\$59,701	\$58,516	2024
Wyoming Childrens Law Center	WY	\$298,593	Executive Director And Ex Officio Board Member	\$113,980	\$140,351	2023
Columbia Basin Dispute Resolution Center	WA	\$288,772	Executive Dir.	\$53,000	\$54,565	2023
South Lake Tahoe Family Resource Center	CA	\$288,622	Executive Dir.	\$50,002	\$49,650	2023
Arizona Crime Victim Rights Law Group	AZ	\$301,434	Executive Dir.	\$78,125	\$83,921	2024
Connect Immigration	CO	\$306,327	Executive Director	\$87,000	\$93,178	2024
Montgomery County Bar Foundation	AL	\$283,016	Executive Director	\$90,360	\$109,034	2024
Columbia Gorge Casa	OR	\$282,100	Executive Dir.	\$59,267	\$61,475	2024
Lex Rex Institute	CA	\$281,879	Ceo And Attorney	\$471,140	\$454,403	2024
Peoples Law Center	WI	\$281,834	Executive Director	\$138,000	\$165,730	2023
Washington Wage Claim Project	WA	\$281,506	Staff Attorney	\$183,961	\$183,961	2024
Servicios Legales Comunitarios Inc	PR	\$309,343	Chief Operating Officer	\$68,151	\$68,151	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arizona Justice For Our Neighbors	AZ	\$312,535	Executive Dir.	\$95,351	\$102,425	2024
Student Legal Services Inc	NY	\$312,839	Director	\$94,906	\$93,319	2025
The Joseph Project Inc	MI	\$314,352	President	\$30,000	\$35,607	2023
Emergency Legal Responders	LA	\$317,714	Executive Director	\$80,125	\$101,457	2023
Equal Citizens Foundation	DC	\$269,229	Treasurer	\$36,000	\$35,285	2024
Frontline Legal Services	LA	\$268,828	Co-executive Director	\$75,000	\$92,242	2024
Allegany Law Foundation Inc	MD	\$268,405	Executive Director	\$57,073	\$61,358	2023
Wyoming County - Attica Legal Aid	NY	\$267,246	Vice Preside	\$31,756	\$31,225	2025
El Centro Hispanoamericano	NJ	\$264,706	Executive Director	\$49,660	\$49,523	2024
Oregon Health Justice Center	OR	\$263,336	Attorney/partner	\$105,769	\$109,709	2024
Trinity Legal Clinic Of Oklahoma	OK	\$326,987	Executive Dir.	\$56,347	\$69,301	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	81 organizations. Compensation range \$6,600–\$454,403; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$294,679); for reference, expenses \$290,640 and assets \$38,554.
ROLE MATCH	Barbara Potter, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	36 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	35 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 (Barbara Potter) 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 81 similarly situated organizations (Same NTEE sector (I80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,815 is reasonable (approximately the 36th 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.