

Erie County Bar Foundation Inc

Executive Director / CEO

EIN 166052602
 NY · NTEE I128
 FY ending 2025-05-31
 June 10, 2026

This analysis benchmarks the total compensation of **Anne M Noble, Executive Director / CEO** (\$12,850) against **every comparable organization** that fit the selection criteria — **546** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

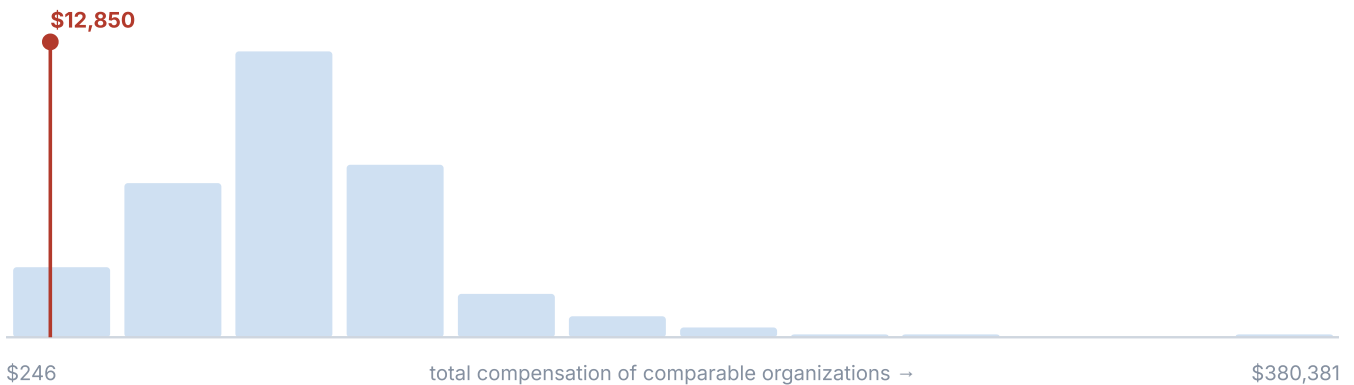
Benchmarked executive: Anne M Noble — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I128).
BUDGET	Total revenue between \$284,090 and \$636,024 — 0.67x to 1.50x the subject's \$424,016 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

546 organizations qualified on sector, size, and geography → **546** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,456	\$58,088	\$82,366	\$106,013	\$130,888	\$12,850
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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
Find The Children	CA	\$424,062	Executive Director	\$57,933	\$56,825	2024
The Liberty Initiative Inc	AR	\$424,640	Executive Di	\$47,800	\$61,033	2024
Arizona Senior Citizens	AZ	\$424,724	Interim Dire	\$103,514	\$113,084	2024
The Bridge Ministry Center	MI	\$424,808	Executive Di	\$87,829	\$106,019	2023
Urbanpromise Honduras Inc	TN	\$424,978	Executive Director	\$76,563	\$94,118	2023
Lexisnexis Rule Of Law Foundation	DC	\$425,255	Vice President & Treasurer (Ret. In 2025)	\$28,296	\$28,206	2024
Paint Love Inc	GA	\$422,733	Executive Di	\$51,917	\$59,298	2024
Justice Ministries	SC	\$425,649	President	\$96,560	\$114,429	2024
Discipleship Unlimited Inc	TX	\$422,166	President	\$93,012	\$108,810	2023
Connecticut Court Appointed Special	CT	\$425,954	Executive Director	\$114,500	\$121,949	2024
Operation Sandcastle Inc	FL	\$426,271	Officer & President	\$158,103	\$168,715	2024
Police And Kids Foundation Inc	FL	\$427,255	President	\$90,000	\$98,878	2023
Katie Brown Educational Program Inc	MA	\$427,288	Executive Director	\$81,622	\$85,778	2023
Center For Dispute Resolution	MI	\$420,565	Executive Director (Current)	\$37,359	\$45,096	2023
Council On Regional Economic	TX	\$420,323	Ed/sec/tr	\$199,517	\$233,405	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northwest Mediation Center	WA	\$420,213	Executive Dir.	\$67,725	\$68,877	2024
Gallia County Defense Attorney Corp	OH	\$420,000	President	\$122,959	\$147,935	2024
Turnkey Development Institute	OH	\$428,042	President & Ceo	\$291,293	\$360,814	2023
San Jose Police Foundation	CA	\$419,446	President	\$87,500	\$85,827	2024
Restore 180	CA	\$428,591	Executive Dir.	\$118,474	\$116,209	2024
Russell County Child Advocacy Ctr	AL	\$428,782	Executive Director	\$88,076	\$111,279	2023
Domestic Violence Services Network Inc	MA	\$428,805	Executive Director	\$108,525	\$114,051	2023
Friends Of The Hammond Legal Aid Clinic	IN	\$429,440	Executive Director	\$95,212	\$117,424	2023
Atlanta Bar Foundation Inc	GA	\$430,360	Executive Di	\$42,838	\$48,927	2024
Inner Banks Legal Services	NC	\$417,113	Excutive Dir	\$61,439	\$72,113	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 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 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 **546** organizations. Compensation range \$246–\$380,381; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$424,016); for reference, expenses \$350,767 and assets \$1,736,723.
ROLE MATCH	Anne M Noble, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	3 rd
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Anne M Noble) 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 10, 2026, comparing compensation against 546 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,850 is reasonable (approximately the 3rd 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 10, 2026.