

Global Advertising Lawyers Alliance Inc

Executive Director / CEO

EIN 201926103
 NY · NTEE I03
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Stacy D Bess, Executive Director / CEO** (\$138,498) against **every comparable organization** that fit the selection criteria — **535** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

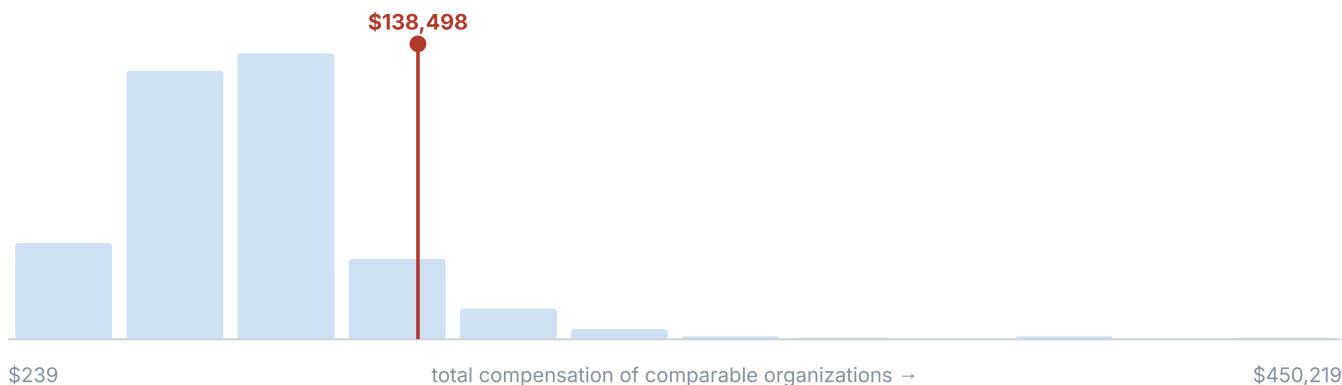
Benchmarked executive: Stacy D Bess — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I03).
BUDGET	Total revenue between \$272,846 and \$610,851 — 0.67x to 1.50x the subject's \$407,234 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

535 organizations qualified on sector, size, and geography → **535** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,528	\$56,265	\$79,472	\$103,088	\$128,167	\$138,498
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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
Youth-led Justice	ME	\$407,221	Co-director	\$39,214	\$44,738	2023
Voices For Children Of Broward County	FL	\$407,923	President & Ceo	\$90,720	\$94,314	2024
Wisconsin Equal Justice Fund Inc	WI	\$406,466	Executive Director	\$60,958	\$70,452	2024
Legal Assistance Center	MI	\$406,111	Executive Di	\$100,570	\$114,876	2024
Delaware Alliance Against Sexual Violence Inc	DE	\$408,603	Executive Director	\$85,000	\$92,105	2024
Kuikahi Mediation Center Inc	HI	\$408,892	Executive Di	\$84,779	\$81,833	2025
Maryland Children's Alliance Inc	MD	\$405,449	Executive Director	\$104,893	\$111,729	2023
People With Disabilities Foundation	CA	\$409,253	President &	\$91,826	\$90,340	2023
Manforward	MN	\$409,324	Executive Director	\$37,500	\$42,218	2023
Books Over Balls	IL	\$405,059	Chief Executive Office	\$59,020	\$66,108	2023
Volunteer Lawyer Program Of Northeast	IN	\$409,557	Executive Dir.	\$84,500	\$98,614	2024
Kids Free To Grow	ME	\$404,403	Executive Director	\$43,293	\$46,738	2025
Restorative Justice Institute Of Maine	ME	\$410,227	Director	\$66,330	\$73,503	2024
Saving Grace Min Of Rochester Inc	NY	\$410,413	President	\$53,092	\$53,092	2024
Impact Personal Safety	NM	\$410,957	Executive Di	\$89,377	\$106,382	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Triad Restorative Justice	NC	\$403,331	Executive Director	\$49,420	\$56,510	2024
Child Abuse & Beyond Inc	TX	\$411,249	Executive Di	\$152,900	\$169,260	2024
Childrens Alliance Of Montana	MT	\$402,905	Executive Dir.	\$93,736	\$111,818	2024
Unmask Youth Program	PA	\$402,893	Founder/board Member	\$100,000	\$113,619	2023
Colorado Fallen Hero Foundation	CO	\$411,798	Executive Di	\$41,000	\$44,792	2023
Kukui Children's Foundation	HI	\$402,586	Executive Director	\$60,000	\$61,203	2023
Addison County Court Diversion And	VT	\$402,548	Executive Director	\$82,804	\$89,856	2025
Legal Education Access Pipeline Inc	CA	\$412,521	Executive Dir.	\$22,650	\$21,644	2024
Media Voices For Children Inc	MA	\$412,903	President	\$13,650	\$13,574	2024
Morgan Nick Foundation Inc	AR	\$401,560	Exec Director	\$56,592	\$70,397	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 535 organizations. Compensation range \$239–\$450,219; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$407,234); for reference, expenses \$368,008 and assets \$271,603.

ROLE MATCH Stacy D Bess, 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	19 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	92 nd
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	89 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 (Stacy D Bess) 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 535 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$138,498 is reasonable (approximately the 92nd 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.