

The Lgbtq Center Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Hr Jung, Executive Director / CEO** (\$39,000) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

Benchmarked executive: Hr Jung — 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 (P80).

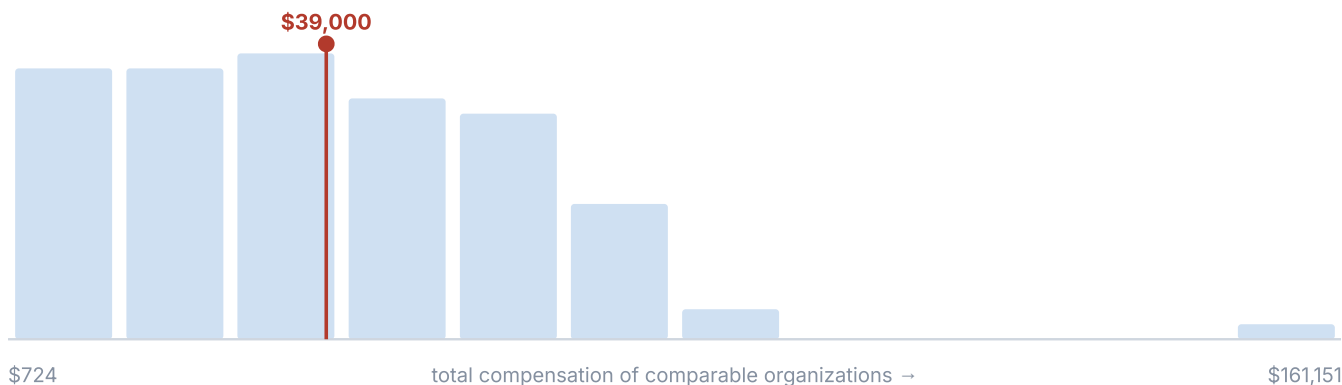
BUDGET Total revenue between \$97,772 and \$218,893 — 0.67x to 1.50x the subject's \$145,929 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

98 organizations qualified on sector, size, and geography

→ **98** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,526	\$19,346	\$35,923	\$59,590	\$68,731	\$39,000
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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 IN 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
Bontempo Inc	MA	\$145,059	Executive Director	\$19,712	\$16,797	2024
Rose Of Sharon Equestrian School Inc	MD	\$147,091	Executive Director	\$41,600	\$37,970	2023
Scenic City Women's Network	TN	\$147,199	Executive Di	\$25,000	\$25,655	2023
Hale Meekins Residence Inc	MA	\$144,639	President & Ceo	\$14,178	\$12,438	2023
Street Bean Espresso	WA	\$147,911	Director Of Operations	\$78,569	\$68,675	2023
Amy's Wish With Wings	TX	\$148,731	President	\$6,470	\$6,137	2024
Hope Community Inc Of White Lake	MI	\$143,124	President	\$69,344	\$69,876	2023
Women's E-news	NY	\$143,093	Executive Director	\$82,500	\$70,692	2024
East Suburban Citizen Advocacy Inc	PA	\$142,829	Executive Director	\$65,200	\$61,656	2024
Plymouth Homes Inc	MD	\$149,279	Treasurer	\$28,731	\$25,471	2024
Women Are Dreamers Too	GA	\$141,700	Exec Director	\$13,990	\$13,339	2024
Deaf & Hard Of Hearing Services Of	FL	\$141,485	Executive Director	\$38,000	\$34,851	2023
Womensource Inc	GA	\$139,875	Exec. Direct	\$44,846	\$42,759	2024
Colorado Black Caucus	CO	\$154,950	Executive Director	\$32,000	\$29,097	2024
Beyond The Natural Foundation	MD	\$136,830	Executive Director	\$38,690	\$34,300	2024
Life Styles Foundation Inc	AR	\$155,173	Executive Director	\$10,246	\$10,640	2025
Lowcountry Alliance For Model Communitie	SC	\$155,380	Co-executive Director	\$21,692	\$21,459	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mount Vernon At Home Inc	VA	\$155,539	Exective Director	\$39,692	\$37,415	2023
Lutheran Housing Services 12 Inc	OH	\$155,726	President/ce	\$54,426	\$54,663	2024
Meridian Place Development	OH	\$159,011	Ceo	\$5,477	\$5,664	2023
Gods Heart Ministry	CA	\$159,130	Director	\$18,175	\$15,322	2023
Academy For Grassroots Organizations	CA	\$159,606	President & Ceo	\$80,624	\$66,017	2024
Miracle League Of Las Vegas	NV	\$131,748	Executive Director	\$55,000	\$52,278	2024
Center For Wisdoms Women	ME	\$130,877	Executive Director	\$72,127	\$68,487	2024
Unfaulted Corporation	TX	\$161,145	Chief Execut	\$42,230	\$40,058	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	98 organizations. Compensation range \$724–\$161,151; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$145,929); for reference, expenses \$183,457 and assets \$37,458.
ROLE MATCH	Hr Jung, reported title <i>"EXECUTIVE DIRECTOR"</i> , 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	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	54 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	38 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 (Hr Jung) 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 98 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,000 is reasonable (approximately the 54th 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.