

Lake County Bar Association

Executive Director / CEO

EIN 237151735

IL · NTEE I03

FY ending 2024-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Gregory Weider, Executive Director / CEO** (\$97,798) against **every comparable organization** that fit the selection criteria — **561** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

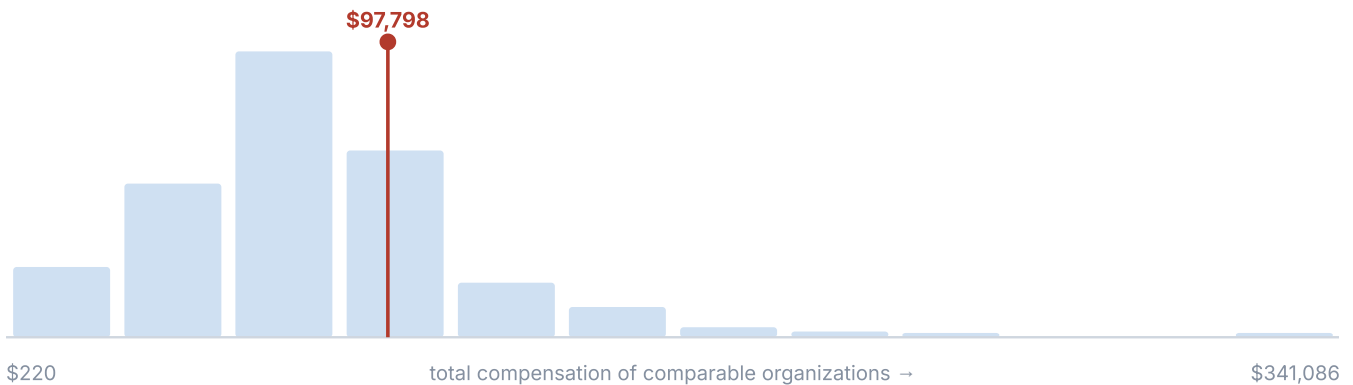
Benchmarked executive: Gregory Weider — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I03).
BUDGET	Total revenue between \$306,341 and \$685,839 — 0.67x to 1.50x the subject's \$457,226 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

561 organizations qualified on sector, size, and geography → **561** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,998	\$54,246	\$75,896	\$98,826	\$126,682	\$97,798
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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 IL 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
Second Bloom Of Chatham Inc	NC	\$457,603	Executive Dir.	\$66,875	\$70,286	2024
National Academy Of Elder Law Attorneys	VA	\$456,260	Interim Ceo	\$40,541	\$39,816	2024
The Fund For Modern Courts Inc	NY	\$458,247	Executive Director	\$158,196	\$145,405	2024
Roads Of Hope Inc	AL	\$458,296	Ceo	\$100,132	\$113,284	2023
Energy & Mineral Law Foundation	KY	\$458,300	Executive Director	\$143,586	\$156,913	2024
Family Safety Network Inc	ID	\$458,468	Executive Di	\$70,565	\$76,355	2024
South Alabama Volunteer Lawyers Program	AL	\$455,874	Executive Director	\$70,449	\$79,702	2023
Oklahoma City Police Foundation	OK	\$458,765	Ceo	\$68,990	\$77,272	2024
Pennsylvanians For Modern Courts	PA	\$455,446	President & Ceo	\$150,087	\$152,242	2024
Get Connected	IL	\$459,240	Director	\$55,574	\$57,216	2023
Christian Legal Clinics Of Philadelphia	PA	\$455,121	Executive Director	\$92,475	\$93,803	2024
Morgan County Child Advocacy Center	AL	\$459,353	Executive Di	\$65,650	\$74,273	2023
University Student Legal Services	NC	\$459,750	Attorney	\$128,596	\$139,147	2023
Red Lodge Transition Services	OR	\$454,677	Executive Dir.	\$60,345	\$57,002	2024
Benton Franklin Dispute Resolution Ctr	WA	\$459,789	Executive Director	\$75,059	\$70,374	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inside Out Reentry Inc	IA	\$460,309	Executive Director	\$59,118	\$65,842	2024
Sosa - Safe From Online Sex Abuse Inc	CT	\$460,373	Executive Director	\$125,800	\$119,977	2024
Dispute Resolution Center Of	MI	\$453,541	Executive Director	\$81,931	\$88,560	2023
Innocent	MI	\$452,829	President	\$88,000	\$92,391	2024
The Lifeguard Group Inc	MT	\$452,558	President	\$7,148	\$7,837	2024
Triple Twelve Ministries Inc	KY	\$461,984	Executive Director	\$85,231	\$90,741	2025
New York State Firearms Association Inc	NY	\$462,261	Executive Director	\$60,000	\$55,149	2024
Cleaa Llc	AZ	\$462,843	Exec Dir, Treasurer	\$42,617	\$42,921	2023
Restoring Justice	TX	\$464,811	Ceo	\$122,405	\$124,546	2024
Free The Ballot Incarcerated Voter Family Network	PA	\$449,333	Executive Director	\$61,011	\$61,887	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 561 organizations. Compensation range \$220–\$341,086; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$457,226); for reference, expenses \$484,183 and assets \$344,604.

ROLE MATCH	Gregory Weider, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 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	74 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	70 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 (Gregory Weider) 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 13, 2026, comparing compensation against 561 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,798 is reasonable (approximately the 74th 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 13, 2026.