

Washington Square Legal Services Inc

Executive Director / CEO

EIN 237392120
 NY · NTEE B53Z
 FY ending 2024-08-31
June 9, 2026

This analysis benchmarks the total compensation of **Vincent Southerland, Executive Director / CEO** (\$21,426) against **every comparable organization** that fit the selection criteria — **930** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Vincent Southerland — reported title “DIRECTOR & 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 (B53Z).
BUDGET	Total revenue between \$92,538 and \$207,175 — 0.67x to 1.50x the subject's \$138,117 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

930 organizations qualified on sector, size, and geography → **930** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,681	\$18,122	\$38,849	\$64,944	\$90,582	\$21,426
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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
Moores Memorial Library	PA	\$138,050	Executive Di	\$48,107	\$53,090	2024
Oregon Education Assoc Foundation	OR	\$138,017	Oea President	\$33,341	\$34,264	2024
The Graduate Student Government	ME	\$138,557	President	\$3,301	\$3,564	2025
White Plains Library Foundation Inc	NY	\$138,562	Part Time Executive Direct	\$72,000	\$74,127	2023
Frederick East Classical Inc	MD	\$137,570	Executive Director	\$15,416	\$16,420	2023
The Harry L Dougherty And Sakae K	CA	\$138,680	Executive Dir.	\$9,827	\$9,668	2023
Prince Georges Leadership Action	MD	\$137,500	Lead Senior	\$80,040	\$80,676	2025
American Friends Of Childrens Nursery	NJ	\$137,458	Vice President	\$56,000	\$56,966	2023
Centennial Education Foundation	PA	\$137,344	Executive Director	\$16,154	\$17,827	2024
Middleton Early Learning Center Inc	NJ	\$137,305	Director/teacher	\$58,307	\$56,126	2025
Arizona Nursery Assoc Foundation	AZ	\$137,182	Director	\$2	\$2	2024
Montreat College Foundation	NC	\$137,178	Ceo	\$58,089	\$68,385	2023
Lps Education Foundation Inc	MI	\$136,977	Executive Director(non-vote)	\$42,850	\$47,683	2025
The Heritage Public Library	PA	\$139,270	Library Dire	\$38,094	\$42,040	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Gardiner Foundation	NY	\$139,362	President	\$4,000	\$4,000	2024
Beyond Diversity Resource Center Inc	NJ	\$136,828	Executive Director	\$72,000	\$73,242	2023
Yuda Bands	UT	\$136,783	Secretary	\$28,500	\$32,280	2024
Denison University Research Foundation	OH	\$136,741	President, Denison Univ.	\$346,508	\$418,143	2023
Monster Education Foundation Nfp	IL	\$136,651	Executive Director-President	\$7,200	\$7,833	2024
Laborers' Local 300 Scholarship Fund	CA	\$136,560	Chairman/trustee	\$163,840	\$156,565	2024
Rural Alliance	WA	\$139,800	President	\$82,202	\$81,445	2024
Montessori Public Policy Initiative	DC	\$136,404	Executive Dir.	\$136,200	\$132,266	2024
Greenwood Womens Center	SC	\$136,336	Executive Di	\$36,625	\$42,284	2024
Petersham Memorial Library	MA	\$136,224	Trustee	\$9,045	\$8,763	2025
Bernard M Baruch College	NY	\$136,183	Executive Director	\$53,031	\$53,031	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 **930** organizations. Compensation range \$1–\$488,335; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$138,117); for reference, expenses \$138,270 and assets \$219,302.
ROLE MATCH	Vincent Southerland, reported title " <i>DIRECTOR & EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	191 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	33 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	28 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	92 nd

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 (Vincent Southerland) 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 930 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,426 is reasonable (approximately the 28th 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.