

This analysis benchmarks the total compensation of **Nathan Walker, Executive Director / CEO** (\$77,610) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

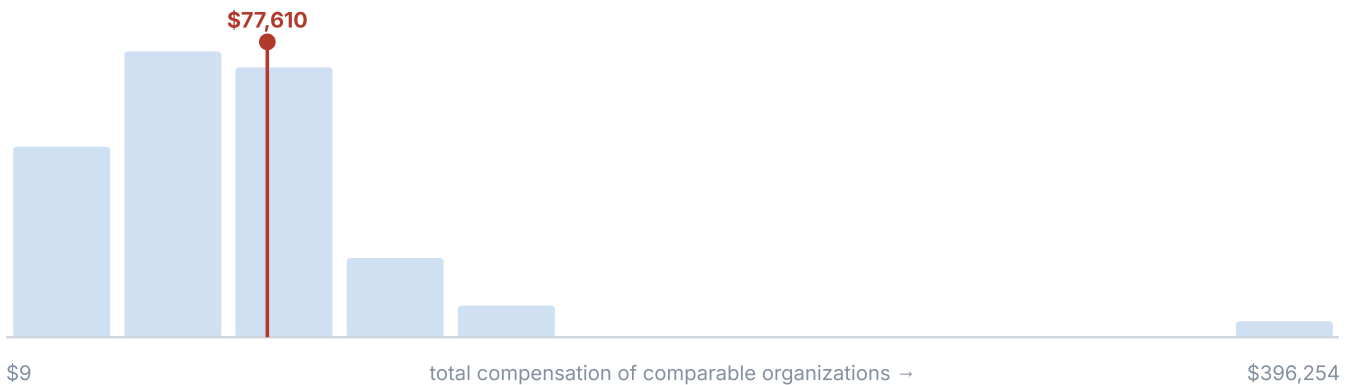
Benchmarked executive: Nathan Walker — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

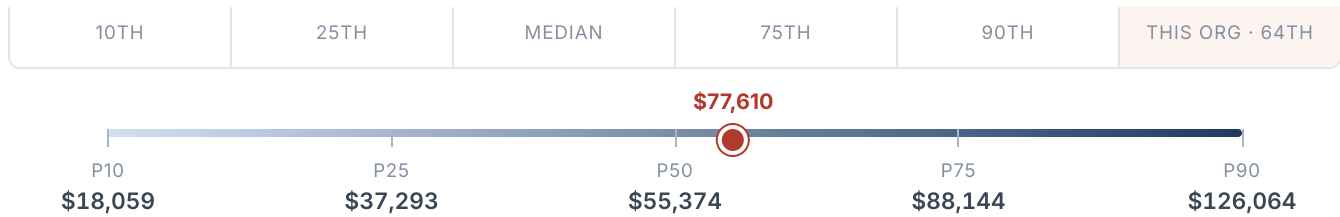
SECTOR	Organizations sharing the subject's NTEE classification (180Z).
BUDGET	Total revenue between \$142,063 and \$318,052 — 0.67x to 1.50x the subject's \$212,035 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (180), nationwide + budget 0.67–1.5x revenue.

55 organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,059	\$37,293	\$55,374	\$88,144	\$126,064	\$77,610
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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 PA 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
Disability Legal Services Of Indiana	IN	\$209,446	Executive Director	\$79,163	\$81,312	2024
Open Immigration Legal Services Inc	CA	\$208,729	President	\$59,013	\$49,633	2024
Center For Integrity In Forensic	WI	\$208,031	Executive Director	\$122,813	\$128,617	2023
Redirections Of Rockingham County	NC	\$216,870	Executive Director	\$37,000	\$38,337	2023
4 The Children	CO	\$219,757	Executive Director	\$57,589	\$55,374	2023
Legal Services Clinic Of The Puerto Rican Community Inc	FL	\$220,815	President	\$39,000	\$36,739	2023
Florida Justice Center Inc	FL	\$221,688	Executive Director	\$50,401	\$46,117	2024
Canadian County Casa Inc	OK	\$221,936	Exec Director	\$67,667	\$70,702	2025
Apoyo Legal Migrante Asociado	CA	\$223,565	President	\$41,798	\$36,193	2023
Chosen Family Law Center Inc	NY	\$200,258	Treasurer	\$32,000	\$28,164	2024
Compass Immigration Legal Services	PA	\$199,376	President	\$5,925	\$5,755	2024
Crossroads For Florida Kids Inc	FL	\$228,940	Executive Director	\$105,000	\$96,076	2024
Maricopa County Bar Foundation	AZ	\$190,092	Executive Director	\$3,528	\$3,305	2024
Legal Aid Foundation Of Western	OH	\$188,633	Interim Executive Director	\$26,821	\$28,486	2023
Montgomery Bar Foundation	PA	\$186,570	Executive Director	\$10,368	\$10,071	2024
Casa Of Berks County	PA	\$238,542	Executive Di	\$53,297	\$51,768	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inland Empire Latino Lawyers	CA	\$239,060	Executive Director	\$84,635	\$71,183	2024
Cottage Street Youth Law	OR	\$241,380	Executive Director	\$102,200	\$92,442	2024
Valley Immigrant Advocates	IL	\$175,952	Executive Director	\$10	\$9	2025
The Rise Foundation By Envoy Inc	IL	\$250,000	President And Executive Directo	\$132,563	\$130,686	2023
Migration Resource Center	NY	\$174,041	Director	\$13,184	\$11,946	2023
Opening Doors International Services Inc	TX	\$251,057	Executive Dir.	\$55,000	\$53,587	2024
Pro Bono Counseling Project Inc	MD	\$172,318	Executive Director	\$137,082	\$128,514	2023
Pikes Peak Justice & Pro Bono Center	CO	\$255,069	Executive Director	\$74,255	\$69,351	2024
New Covenant Legal Services	MO	\$256,169	Executive Di	\$60,000	\$61,898	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 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 PA 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 55 organizations. Compensation range \$9–\$396,254; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$212,035); for reference, expenses \$233,523 and assets \$129,702.

ROLE MATCH Nathan Walker, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 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	64 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	56 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 (Nathan Walker) 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 55 similarly situated organizations (Same NTEE sector (I80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,610 is reasonable (approximately the 64th 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.