

People With Disabilities Foundation

Executive Director / CEO

EIN 522228353

CA · NTEE I80

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Steven Bruce, Executive Director / CEO** (\$91,826) 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 **47th** percentile of comparable organizations within the typical range

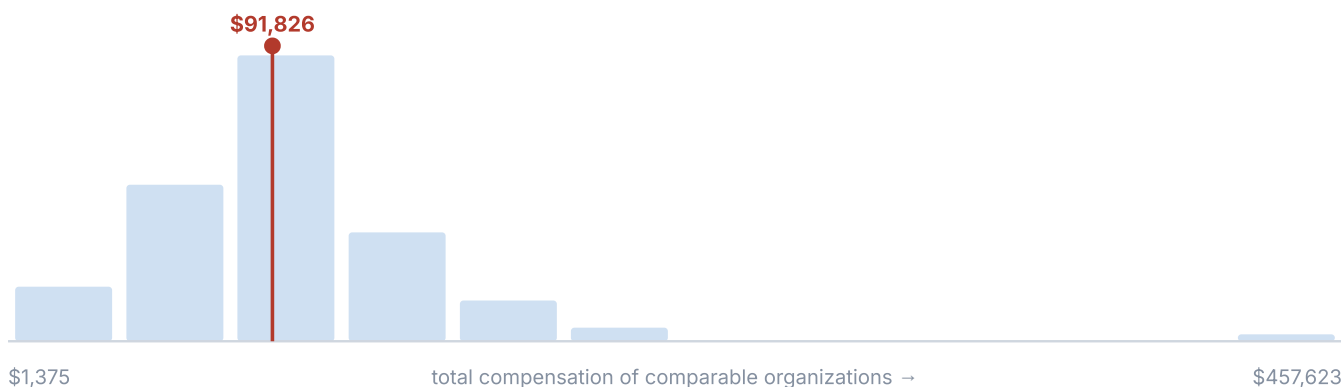
Benchmarked executive: Steven Bruce — reported title "PRESIDENT &", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I80).
BUDGET	Total revenue between \$274,199 and \$613,879 — 0.67x to 1.50x the subject's \$409,253 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I80), 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



\$48,121	\$69,317	\$93,922	\$116,399	\$146,302	\$91,826
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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 CA 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
Volunteer Lawyer Program Of Northeast	IN	\$409,557	Executive Dir.	\$84,500	\$100,236	2024
Legal Assistance Center	MI	\$406,111	Executive Di	\$100,570	\$116,766	2024
Miracle Of Innocence Inc	KS	\$413,890	President	\$45,000	\$54,685	2024
A Legacy Of Equality Leadership And Organizing	WA	\$415,878	Executive Director	\$84,075	\$84,671	2024
Inner Banks Legal Services	NC	\$417,113	Excutive Dir	\$61,439	\$71,408	2024
Ventura County Legal Aid Inc	CA	\$400,550	Director	\$70,050	\$68,040	2024
Gallia County Defense Attorney Corp	OH	\$420,000	President	\$122,959	\$146,492	2024
The Liberty Initiative Inc	AR	\$424,640	Executive Di	\$47,800	\$60,438	2024
Arizona Senior Citizens	AZ	\$424,724	Interim Dire	\$103,514	\$111,981	2024
West Florida Center For Trafficking Advocacy Inc	FL	\$391,812	Director	\$94,765	\$100,139	2024
Neighborhood Legal Support Of Kansas City	MO	\$390,055	Executive Director	\$98,099	\$116,875	2024
Court Appointed Special Advocates	TX	\$387,568	Executive Di	\$66,867	\$75,239	2024
Oklahoma Access To Justice Foundation	OK	\$387,073	Executive Director	\$78,869	\$97,688	2024
Legal Works Inc	OH	\$385,248	Non Voting M	\$94,000	\$115,298	2023
The Association Of The Federal Bar Of The State Of New Jersey	NJ	\$384,805	Executive Director	\$64,700	\$63,304	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Choosing Justice Initiative	TN	\$436,697	President	\$101,093	\$119,530	2024
Annapolis Immigration Justice Network Inc	MD	\$437,410	Executive Director From June 2023	\$52,613	\$56,964	2023
Voices For Children Inc	MD	\$438,297	Executive Director	\$84,342	\$86,411	2025
Open Hands Legal Services Inc	NY	\$443,206	Executive Director	\$107,981	\$112,999	2023
Financial Protection Law Center	NC	\$370,385	President/e.d.	\$122,197	\$146,221	2023
Casa Of Grant County Inc	IN	\$448,126	Executive Director	\$67,097	\$81,943	2023
Iron Defense	MI	\$367,750	Executive Director	\$106,570	\$123,732	2024
Innocent	MI	\$452,829	President	\$88,000	\$102,171	2024
National Veterans Benefits Attorneys Inc	FL	\$365,619	Executive Director	\$48,750	\$53,036	2023
Christian Legal Clinics Of Philadelphia	PA	\$455,121	Executive Director	\$92,475	\$103,733	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 \$1,375–\$457,623; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$409,253); for reference, expenses \$298,214 and assets \$1,731,934.

ROLE MATCH	Steven Bruce, reported title " <i>PRESIDENT &</i> ", 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	3 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	47 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	43 rd

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 (Steven Bruce) 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 (I80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,826 is reasonable (approximately the 47th 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.