

The National Legal Foundation

Executive Director / CEO

EIN 541325665

VA · NTEE I83Z

FY ending 2025-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Steven W Fitschen, Executive Director / CEO** (\$87,598) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Steven W Fitschen — reported title “President and Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

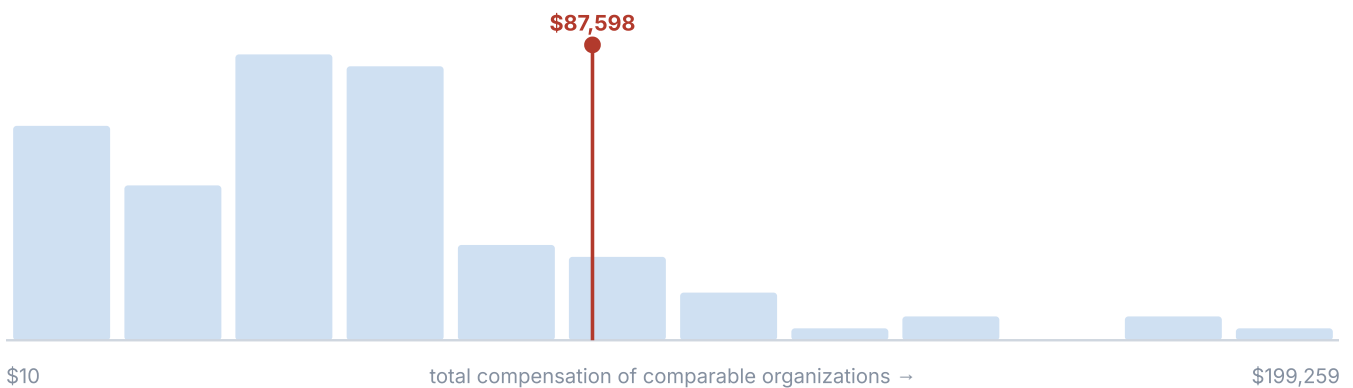
SECTOR Organizations sharing the subject's NTEE classification (I83Z).

BUDGET Total revenue between \$86,926 and \$194,611 — 0.67x to 1.50x the subject's \$129,741 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

103 organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,582	\$24,751	\$44,753	\$65,659	\$98,279	\$87,598
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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 VA 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
Legal Accountability Project	DC	\$129,621	President	\$79,720	\$74,370	2024
Sixth Judicial Court Casagal Program Inc	MT	\$128,567	Exec. Director	\$28,596	\$33,738	2023
Midland Kids First	MI	\$128,391	President &	\$50,667	\$57,239	2023
The Starts Within Organization	OH	\$132,733	Executive Director	\$37,500	\$43,471	2023
The National Foundation To End	CO	\$122,441	Ceo	\$138,598	\$141,283	2024
Alliance For Higher Education	CO	\$122,429	Executive Di	\$22,349	\$22,782	2024
West Hamlin Unity Place Inc	WV	\$138,243	President	\$53,483	\$61,562	2024
Wisconsin Justice Initiative Inc	WI	\$138,548	Executive Dir.	\$84,000	\$93,262	2024
Morgantown Area Youth Services Project	WV	\$120,319	Exec Director	\$37,765	\$44,753	2023
Dickenson County Recovery Inc	VA	\$139,345	Center Director	\$49,100	\$50,399	2024
Tulsa County Bar Foundation Inc	OK	\$139,953	Executive Dir.	\$12,000	\$14,048	2024
Dukes Foundation Corporation	GA	\$140,064	President	\$40,000	\$42,756	2024
Arkansas Policy Foundation	AR	\$118,975	Executive Direc	\$96,056	\$114,783	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stop The Violence Indianapolis Inc	IN	\$141,307	President/executive Director	\$45,000	\$51,939	2023
Buried Alive Project	TX	\$142,193	National Director,board Member	\$182,000	\$199,259	2023
Casa Of Bradley County Tennessee	TN	\$142,400	Executive Director	\$29,453	\$32,064	2025
Taking Action For Good	TN	\$115,785	Founder & Ceo	\$150,000	\$179,643	2022
Failsafe-era Inc	VA	\$115,465	President/ceo	\$6,000	\$6,341	2023
Chains Of Grace Inc	TX	\$115,338	Executive Director	\$56,700	\$62,077	2023
The Innocent Lives Foundation	PA	\$115,232	Coo	\$115,910	\$119,714	2025
Circle Of Hope Ministries Inc	SC	\$144,339	President And Executive Director	\$13,920	\$15,438	2024
Fairfax Law Foundation	VA	\$144,619	Executive Director	\$8,139	\$8,601	2023
Court Watch Nola	LA	\$114,762	Executive Director	\$82,901	\$99,911	2023
Decarcerate Inc	AR	\$144,955	Executive Dir.	\$50,000	\$59,748	2024
Life After Justice	IL	\$113,155	Executive Director	\$77,184	\$80,668	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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 VA 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 **103** organizations. Compensation range \$10–\$199,259; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$129,741); for reference, expenses \$216,013 and assets \$323,434. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Steven W Fitschen, reported title " <i>President and Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	85 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	71 st

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 W Fitschen) 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 103 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$87,598 is reasonable (approximately the 85th 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.