

University Student Legal Services

Executive Director / CEO

EIN 561765006
 NC · NTEE I80Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Pamarah Gerace, Executive Director / CEO** (\$128,596) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

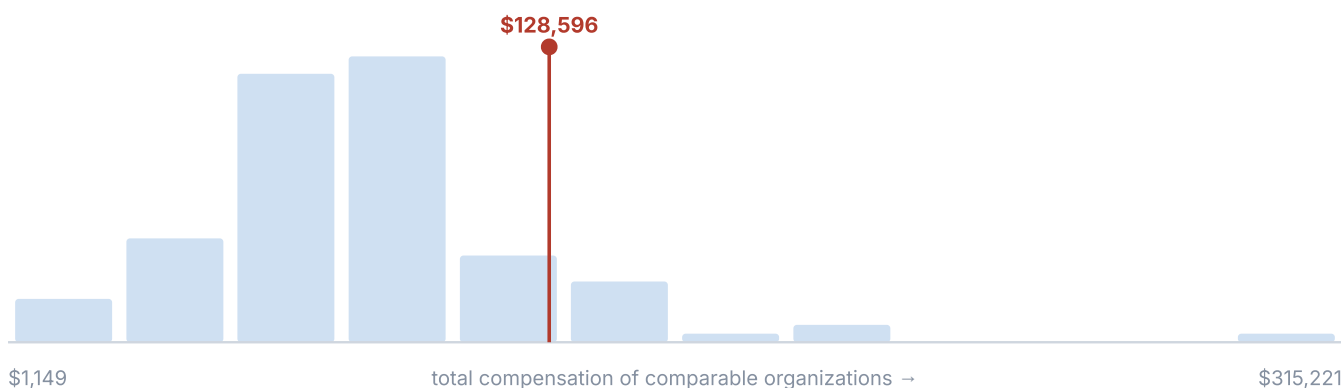
Benchmarked executive: Pamarah Gerace — reported title "ATTORNEY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (I80Z).
- BUDGET** Total revenue between \$308,032 and \$689,625 — 0.67x to 1.50x the subject's \$459,750 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (I80), nationwide + budget 0.67–1.5x revenue.

102 organizations qualified on sector, size, and geography → **102** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$44,460	\$64,472	\$82,305	\$100,502	\$132,554	\$128,596
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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 NC 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
Energy & Mineral Law Foundation	KY	\$458,300	Executive Director	\$143,586	\$145,015	2024
Triple Twelve Ministries Inc	KY	\$461,984	Executive Director	\$85,231	\$83,860	2025
South Alabama Volunteer Lawyers Program	AL	\$455,874	Executive Director	\$70,449	\$73,658	2023
Christian Legal Clinics Of Philadelphia	PA	\$455,121	Executive Director	\$92,475	\$86,690	2024
Restoring Justice	TX	\$464,811	Ceo	\$122,405	\$115,101	2024
All For The Family Legal Clinic Inc	CA	\$466,149	Managing Attorney Ceo	\$94,246	\$76,502	2024
Innocent	MI	\$452,829	President	\$88,000	\$85,384	2024
Casa Of Grant County Inc	IN	\$448,126	Executive Director	\$67,097	\$68,480	2023
Steen Mountain Defenders	OR	\$471,908	Ex Director	\$95,046	\$82,972	2024
Access The Law	OR	\$472,403	Excutive Director	\$113,377	\$101,899	2023
Open Hands Legal Services Inc	NY	\$443,206	Executive Director	\$107,981	\$94,433	2023
Software Freedom Law Center Inc	NY	\$478,107	Pres, Exec Dir, & Chairman	\$61,584	\$50,964	2025
Voices For Children Inc	MD	\$438,297	Executive Director	\$84,342	\$72,214	2025
Annapolis Immigration Justice Network Inc	MD	\$437,410	Executive Director From June 2023	\$52,613	\$47,605	2023
Choosing Justice Initiative	TN	\$436,697	President	\$101,093	\$99,891	2024
Step Up To Justice	AZ	\$488,880	Executive Director	\$90,176	\$81,524	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arizona Senior Citizens	AZ	\$424,724	Interim Dire	\$103,514	\$93,582	2024
The Liberty Initiative Inc	AR	\$424,640	Executive Di	\$47,800	\$50,508	2024
Gallia County Defense Attorney Corp	OH	\$420,000	President	\$122,959	\$122,423	2024
Inner Banks Legal Services	NC	\$417,113	Excutive Dir	\$61,439	\$59,676	2024
A Legacy Of Equality Leadership And Organizing	WA	\$415,878	Executive Director	\$84,075	\$70,760	2024
Miracle Of Innocence Inc	KS	\$413,890	President	\$45,000	\$45,700	2024
Student Legal Services	NC	\$507,722	Director	\$174,472	\$169,466	2024
Indian Legal Assistance Program	MN	\$508,568	Executive Di	\$105,043	\$95,055	2025
Volunteer Lawyer Program Of Northeast	IN	\$409,557	Executive Dir.	\$84,500	\$83,767	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 102 organizations. Compensation range \$1,149–\$315,221; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$459,750); for reference, expenses \$459,752 and assets \$45,406.

ROLE MATCH Pamarah Gerace, reported title "ATTORNEY", 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	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	89 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	86 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 (Pamarah Gerace) 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 102 similarly situated organizations (Same NTEE sector (I80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$128,596 is reasonable (approximately the 89th 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.