

# Miami-dade Gay & Lesbian Chamber Of Commerce Inc

Executive Director / CEO

EIN 650997245

FL · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Steve Adkins, Executive Director / CEO** (\$119,596) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Steve Adkins — reported title “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 (S41).

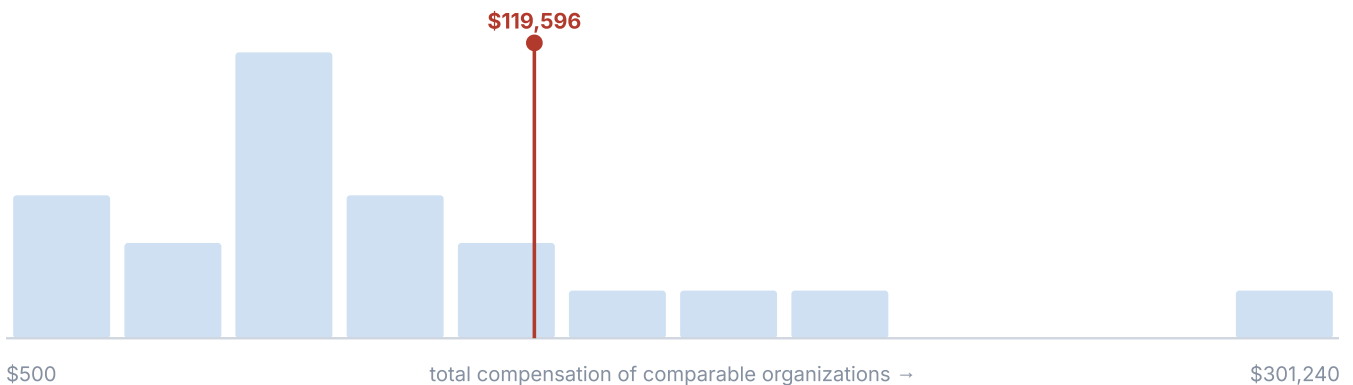
**BUDGET** Total revenue between \$227,364 and \$509,025 — 0.67x to 1.50x the subject's \$339,350 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S41) + FL + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$17,338</b> 10TH	<b>\$51,457</b> 25TH	<b>\$67,399</b> MEDIAN	<b>\$105,335</b> 75TH	<b>\$160,780</b> 90TH	<b>\$119,596</b> THIS ORG · 80TH
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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 FL 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
<a href="#">The Lee County Medical Society Inc</a>	FL	\$349,429	Executive Director	\$104,355	<b>\$104,355</b>	2024
<a href="#">Upper Tampa Bay Regional Chamber Of Commerce Inc</a>	FL	\$328,174	President	\$72,048	<b>\$72,048</b>	2024
<a href="#">Martin County Bar Association</a>	FL	\$327,681	Executive Dir.	\$55,455	<b>\$54,026</b>	2025
<a href="#">Pan American International Movers Assoc Inc</a>	FL	\$324,061	Exec Director	\$77,760	<b>\$77,760</b>	2024
<a href="#">The Pride Chamber</a>	FL	\$309,347	Executive Director	\$43,750	<b>\$43,750</b>	2024
<a href="#">Perdido Key Area Chamber Of Commerce</a>	FL	\$301,744	President	\$56,725	<b>\$56,725</b>	2024
<a href="#">Haines City Economic Development Council</a>	FL	\$296,614	President	\$157,200	<b>\$157,200</b>	2024
<a href="#">Corrections Usa</a>	FL	\$382,299	Chairman	\$54,000	<b>\$55,595</b>	2023
<a href="#">Wellington Chamber Of Commerce Inc</a>	FL	\$289,708	Executive Director	\$108,276	<b>\$108,276</b>	2024
<a href="#">Small Business In Transportation</a>	FL	\$287,830	President	\$75,000	<b>\$77,215</b>	2023
<a href="#">Tampa Bay Trial Lawyers Association</a>	FL	\$287,622	Executive Di	\$56,000	<b>\$57,654</b>	2023
<a href="#">Florida Association Of Managing</a>	FL	\$279,644	Ceo	\$130,750	<b>\$130,750</b>	2024
<a href="#">Florida Association For Pupil</a>	FL	\$271,344	Exec Dir	\$18,326	<b>\$18,326</b>	2024
<a href="#">Tarpon Springs Merchants Association Inc</a>	FL	\$407,835	President	\$8,450	<b>\$8,450</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Usa Sprinkler Fitter Business</a>	FL	\$424,274	Director - Past	\$500	<b>\$500</b>	2024
<a href="#">Society Of Industrial And Office</a>	FL	\$242,179	Executive Director	\$33,500	<b>\$33,500</b>	2024
<a href="#">Builders Association Of South Florida</a>	FL	\$438,863	Executive Officer	\$193,000	<b>\$193,000</b>	2024
<a href="#">Greater Miami Shores Chamber Of Commerce Inc</a>	FL	\$237,014	Executive Director	\$77,184	<b>\$79,464</b>	2023
<a href="#">Signature User Group Inc</a>	FL	\$477,920	Executive Director	\$62,750	<b>\$62,750</b>	2024
<a href="#">American Chamber Of Commerce In Kazakhstan</a>	FL	\$502,260	Executive Director	\$301,240	<b>\$301,240</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	20 organizations. Compensation range \$500–\$301,240; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$339,350); for reference, expenses \$365,371 and assets \$87,209.
ROLE MATCH	Steve Adkins, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
OUTLIERS	2 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	80 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	80 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	80 <sup>th</sup>

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 (Steve Adkins) 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 20 similarly situated organizations (Same NTEE sector (S41) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$119,596 is reasonable (approximately the 80<sup>th</sup> 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.