

# Equal Access Legal Services Inc

Executive Director / CEO

EIN 812904786  
 PA · NTEE I80  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Mary Chicorelli, Executive Director / CEO** (\$90,975) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

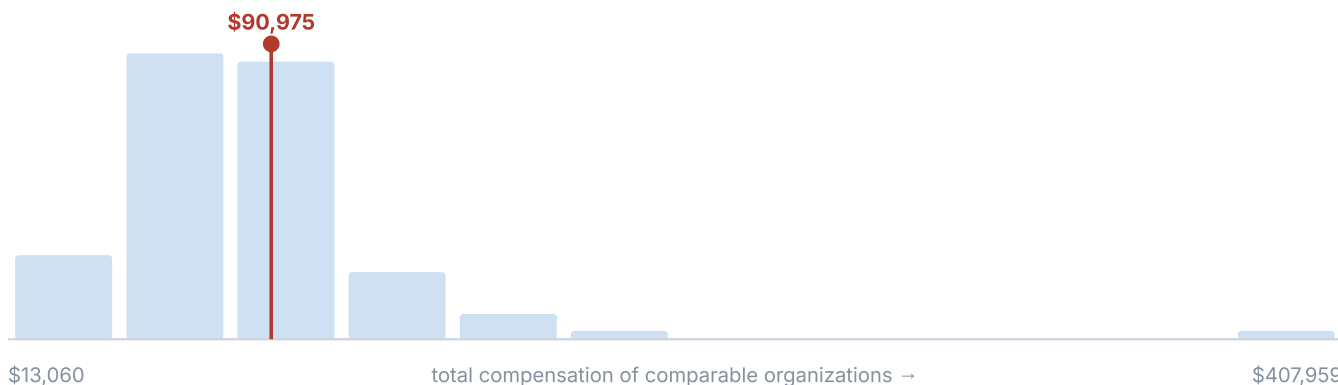
**Benchmarked executive:** Mary Chicorelli — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I80).
BUDGET	Total revenue between \$236,784 and \$530,113 — 0.67x to 1.50x the subject's \$353,409 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I80), nationwide + budget 0.67–1.5x revenue.

**90** organizations qualified on sector, size, and geography → **90** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$44,565	\$58,133	\$81,125	\$99,495	\$126,441	\$90,975
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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
<a href="#">Self Help Inc</a>	NM	\$358,462	Executive Dir.	\$60,320	<b>\$66,979</b>	2023
<a href="#">Women Against Abuse Legal Center</a>	PA	\$348,150	Executive Director & Presi	\$12,685	<b>\$13,060</b>	2023
<a href="#">Pro Bono Organization For Native</a>	HI	\$362,223	Executive Di	\$80,000	<b>\$71,823</b>	2024
<a href="#">Monroe County Senior Legal Services</a>	MI	\$363,058	Executive Director	\$69,884	<b>\$72,332</b>	2024
<a href="#">Childrens Advocacy Center Of West Texas Inc</a>	TX	\$363,194	Exec Director	\$66,458	<b>\$66,663</b>	2024
<a href="#">Southwest Georgia Legal Self-help</a>	GA	\$342,337	Executive Di	\$33,182	<b>\$33,457</b>	2024
<a href="#">National Veterans Benefits Attorneys Inc</a>	FL	\$365,619	Executive Director	\$48,750	<b>\$47,280</b>	2023
<a href="#">Legal Resource Center On Violence Against Women Inc</a>	MD	\$340,335	Executive Director	\$117,620	<b>\$107,426</b>	2025
<a href="#">Greater Dayton Volunteer Lawyers Project</a>	OH	\$339,911	Executive Director	\$87,000	<b>\$92,402</b>	2024
<a href="#">Iron Defense</a>	MI	\$367,750	Executive Director	\$106,570	<b>\$110,303</b>	2024
<a href="#">Financial Protection Law Center</a>	NC	\$370,385	President/e.d.	\$122,197	<b>\$130,352</b>	2023
<a href="#">World Immigration Center Inc</a>	NY	\$335,018	Secretary	\$25,829	<b>\$24,096</b>	2023
<a href="#">Atlantic Area Court Appointed Casa</a>	GA	\$333,808	Director	\$76,016	<b>\$76,645</b>	2024
<a href="#">Trinity Legal Clinic Of Oklahoma</a>	OK	\$326,987	Executive Dir.	\$56,347	<b>\$62,218</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Association Of The Federal Bar Of The State Of New Jersey</a>	NJ	\$384,805	Executive Director	\$64,700	<b>\$56,434</b>	2025
<a href="#">Legal Works Inc</a>	OH	\$385,248	Non Voting M	\$94,000	<b>\$102,786</b>	2023
<a href="#">Oklahoma Access To Justice Foundation</a>	OK	\$387,073	Executive Director	\$78,869	<b>\$87,086</b>	2024
<a href="#">Court Appointed Special Advocates</a>	TX	\$387,568	Executive Di	\$66,867	<b>\$67,073</b>	2024
<a href="#">Emergency Legal Responders</a>	LA	\$317,714	Executive Director	\$80,125	<b>\$91,087</b>	2023
<a href="#">Neighborhood Legal Support Of Kansas City</a>	MO	\$390,055	Executive Director	\$98,099	<b>\$104,190</b>	2024
<a href="#">West Florida Center For Trafficking Advocacy Inc</a>	FL	\$391,812	Director	\$94,765	<b>\$89,271</b>	2024
<a href="#">The Joseph Project Inc</a>	MI	\$314,352	President	\$30,000	<b>\$31,968</b>	2023
<a href="#">Student Legal Services Inc</a>	NY	\$312,839	Director	\$94,906	<b>\$83,781</b>	2025
<a href="#">Arizona Justice For Our Neighbors</a>	AZ	\$312,535	Executive Dir.	\$95,351	<b>\$91,956</b>	2024
<a href="#">Servicios Legales Comunitarios Inc</a>	PR	\$309,343	Chief Operating Officer	\$68,151	<b>\$68,151</b>	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 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **90** organizations. Compensation range \$13,060–\$407,959; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$353,409); for reference, expenses \$310,456 and assets \$100,247.
ROLE MATCH	Mary Chicorelli, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	71 <sup>st</sup>
All sources (D + E + F), adjusted	63 <sup>rd</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 (Mary Chicorelli) 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 90 similarly situated organizations (Same NTEE sector (I80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,975 is reasonable (approximately the 64<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.