

Lgbt Center Intercultural Collective Inc

Executive Director / CEO

EIN 824397912

NY · NTEE R26

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Liaam Winslet, Executive Director / CEO** (\$72,516) against **every comparable organization** that fit the selection criteria — **32** 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

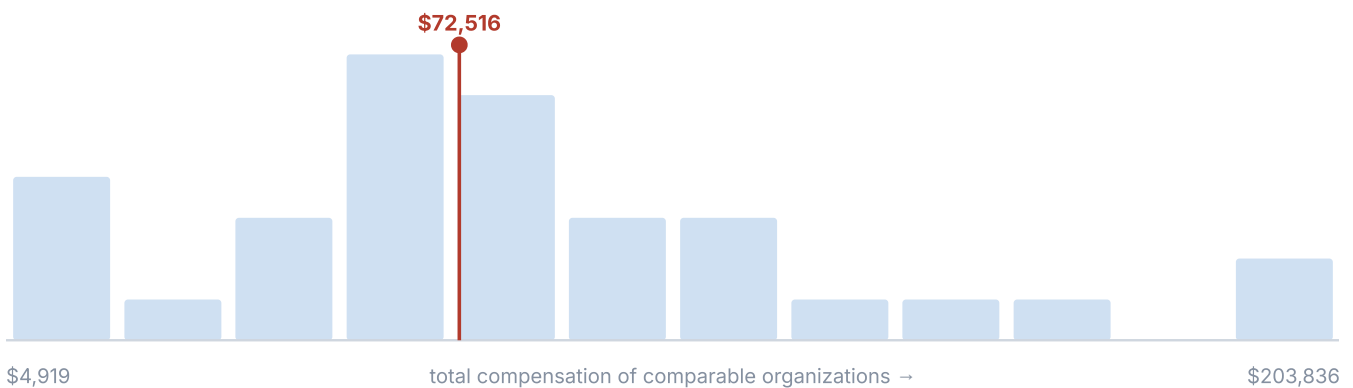
Benchmarked executive: Liaam Winslet — reported title “Executive Director & Board Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R26).
BUDGET	Total revenue between \$313,248 and \$701,302 — 0.67x to 1.50x the subject's \$467,535 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R26), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,634	\$56,765	\$74,580	\$103,343	\$144,264	\$72,516
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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 NY 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
Out Montclair Inc	NJ	\$459,855	Executive Dir.	\$85,125	\$84,109	2024
Capital District Gay And Lesbian	NY	\$457,881	Executive Di	\$79,611	\$79,611	2024
Future Perfect Project Inc	NY	\$489,860	President	\$58,650	\$58,650	2024
Somos Familia Valle	CA	\$493,984	President	\$44,000	\$43,288	2023
Grand Rapids Pride Center	MI	\$431,015	Executive Director	\$63,442	\$74,607	2023
Brave House Inc	NY	\$426,440	Executive Director	\$60,000	\$60,000	2024
The Frederick Center Inc	MD	\$426,086	Executive Director	\$56,406	\$58,359	2024
Unity Coalition Coalicion Unida Inc	FL	\$425,800	Director	\$50,000	\$51,981	2024
Lgbt Center Of Raleigh Inc	NC	\$528,973	Executive Director	\$80,770	\$92,358	2024
Out Metrowest Inc	MA	\$533,322	Executive Director (Outgoing)	\$94,837	\$94,311	2024
South Coast Lgbtq Network Inc	MA	\$534,862	Executive Di	\$59,556	\$59,226	2024
Northwest Arkansas Equality Inc	AR	\$398,471	Executive Director	\$48,415	\$60,225	2024
Boise Pride Festival	ID	\$556,651	Executive Director	\$40,000	\$48,480	2023
The Equality Alliance	TX	\$375,216	Executive Director	\$65,414	\$74,552	2023
Montana Two Spirit Society	MT	\$373,292	Executive Director	\$24,820	\$29,608	2024
Modern Military Association Of America	DC	\$372,502	Executive Dir.	\$168,747	\$163,873	2024
Black Queer Town Hall	CA	\$372,204	Chair	\$5,000	\$4,919	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lpac Action Network	DC	\$568,098	Executive Di	\$123,798	\$120,223	2024
Diversity Collective Ventura County	CA	\$575,275	Executive Director	\$65,622	\$62,708	2024
Colorado Civic Engagement	CO	\$350,411	Executive Di	\$178,783	\$195,318	2023
Borderland Rainbow Center	TX	\$585,069	Executive Di	\$13,671	\$15,134	2024
Alliance For Full Acceptance	SC	\$342,993	Key Employee	\$49,583	\$58,935	2023
Lesbian & Gay Law Association	NY	\$342,724	Executive Dir.	\$115,250	\$115,250	2024
National Queer Asian Pacific Islander	NY	\$324,767	Executive Dir.	\$145,750	\$145,750	2024
Boston Lesbigan Urban Foundation	MA	\$321,060	President	\$101,580	\$101,017	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	32 organizations. Compensation range \$4,919–\$203,836; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$467,535); for reference, expenses \$501,000 and assets \$279,826.
ROLE MATCH	Liaam Winslet, reported title <i>"Executive Director & Board Vice President"</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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	47 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	44 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 (Liaam Winslet) 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 32 similarly situated organizations (Same NTEE sector (R26), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,516 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.