

# Court Appointed Special Advocates

Executive Director / CEO

EIN 201499005

TX · NTEE I80

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Kim Garlitz, Executive Director / CEO** (\$66,867) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29<sup>th</sup>** percentile of comparable organizations within the typical range

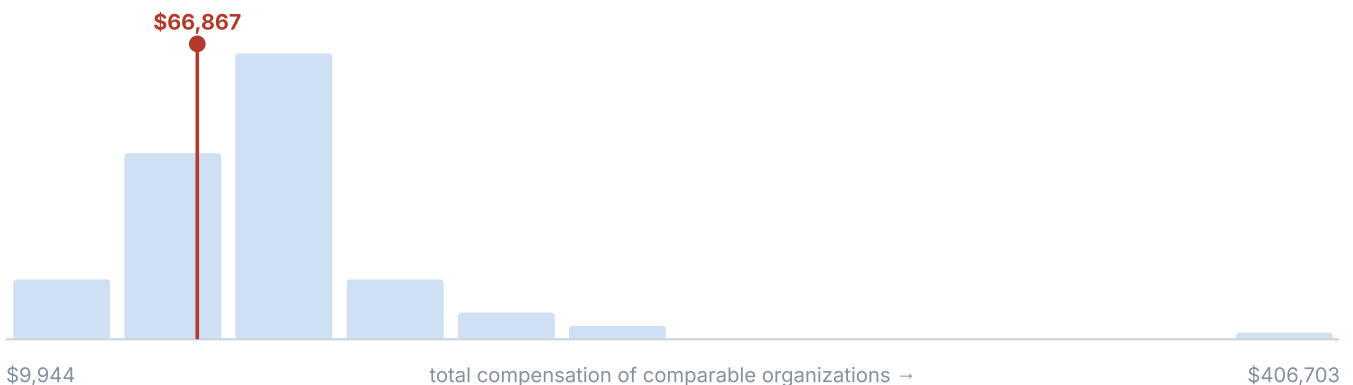
**Benchmarked executive:** Kim Garlitz — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I80).
BUDGET	Total revenue between \$259,670 and \$581,352 — 0.67x to 1.50x the subject's \$387,568 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I80), nationwide + budget 0.67–1.5x revenue.

**96** organizations qualified on sector, size, and geography → **96** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$44,382	\$61,885	\$83,408	\$101,433	\$130,072	\$66,867
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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 TX 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="#">Oklahoma Access To Justice Foundation</a>	OK	\$387,073	Executive Director	\$78,869	<b>\$86,818</b>	2024
<a href="#">Legal Works Inc</a>	OH	\$385,248	Non Voting M	\$94,000	<b>\$102,470</b>	2023
<a href="#">Neighborhood Legal Support Of Kansas City</a>	MO	\$390,055	Executive Director	\$98,099	<b>\$103,870</b>	2024
<a href="#">The Association Of The Federal Bar Of The State Of New Jersey</a>	NJ	\$384,805	Executive Director	\$64,700	<b>\$56,260</b>	2025
<a href="#">West Florida Center For Trafficking Advocacy Inc</a>	FL	\$391,812	Director	\$94,765	<b>\$88,997</b>	2024
<a href="#">Ventura County Legal Aid Inc</a>	CA	\$400,550	Director	\$70,050	<b>\$60,469</b>	2024
<a href="#">Financial Protection Law Center</a>	NC	\$370,385	President/e.d.	\$122,197	<b>\$129,951</b>	2023
<a href="#">Legal Assistance Center</a>	MI	\$406,111	Executive Di	\$100,570	<b>\$103,773</b>	2024
<a href="#">Iron Defense</a>	MI	\$367,750	Executive Director	\$106,570	<b>\$109,964</b>	2024
<a href="#">People With Disabilities Foundation</a>	CA	\$409,253	President &	\$91,826	<b>\$81,608</b>	2023
<a href="#">National Veterans Benefits Attorneys Inc</a>	FL	\$365,619	Executive Director	\$48,750	<b>\$47,135</b>	2023
<a href="#">Volunteer Lawyer Program Of Northeast</a>	IN	\$409,557	Executive Dir.	\$84,500	<b>\$89,082</b>	2024
<a href="#">Childrens Advocacy Center Of West Texas Inc</a>	TX	\$363,194	Exec Director	\$66,458	<b>\$66,458</b>	2024
<a href="#">Monroe County Senior Legal Services</a>	MI	\$363,058	Executive Director	\$69,884	<b>\$72,110</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pro Bono Organization For Native</a>	HI	\$362,223	Executive Di	\$80,000	<b>\$71,602</b>	2024
<a href="#">Miracle Of Innocence Inc</a>	KS	\$413,890	President	\$45,000	<b>\$48,600</b>	2024
<a href="#">A Legacy Of Equality Leadership And Organizing</a>	WA	\$415,878	Executive Director	\$84,075	<b>\$75,249</b>	2024
<a href="#">Self Help Inc</a>	NM	\$358,462	Executive Dir.	\$60,320	<b>\$66,773</b>	2023
<a href="#">Inner Banks Legal Services</a>	NC	\$417,113	Excutive Dir	\$61,439	<b>\$63,463</b>	2024
<a href="#">Gallia County Defense Attorney Corp</a>	OH	\$420,000	President	\$122,959	<b>\$130,192</b>	2024
<a href="#">Equal Access Legal Services Inc</a>	PA	\$353,409	Executive Director	\$90,975	<b>\$90,695</b>	2024
<a href="#">The Liberty Initiative Inc</a>	AR	\$424,640	Executive Di	\$47,800	<b>\$53,713</b>	2024
<a href="#">Arizona Senior Citizens</a>	AZ	\$424,724	Interim Dire	\$103,514	<b>\$99,521</b>	2024
<a href="#">Women Against Abuse Legal Center</a>	PA	\$348,150	Executive Director & Presi	\$12,685	<b>\$13,020</b>	2023
<a href="#">Southwest Georgia Legal Self-help</a>	GA	\$342,337	Executive Di	\$33,182	<b>\$33,354</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 96 organizations. Compensation range \$9,944–\$406,703; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$387,568); for reference, expenses \$338,559 and assets \$787,646.
ROLE MATCH	Kim Garlitz, reported title "EXECUTIVE DI", 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	4 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	29 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	27 <sup>th</sup>
Reportable pay only (column D), adjusted	29 <sup>th</sup>
All sources (D + E + F), adjusted	28 <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 (Kim Garlitz) 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 96 similarly situated organizations (Same NTEE sector (I80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,867 is reasonable (approximately the 29<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.