

Goochland-powhatan Casa

Executive Director / CEO

EIN 202533136

VA · NTEE I70

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Renae Townsend, Executive Director / CEO** (\$66,000) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

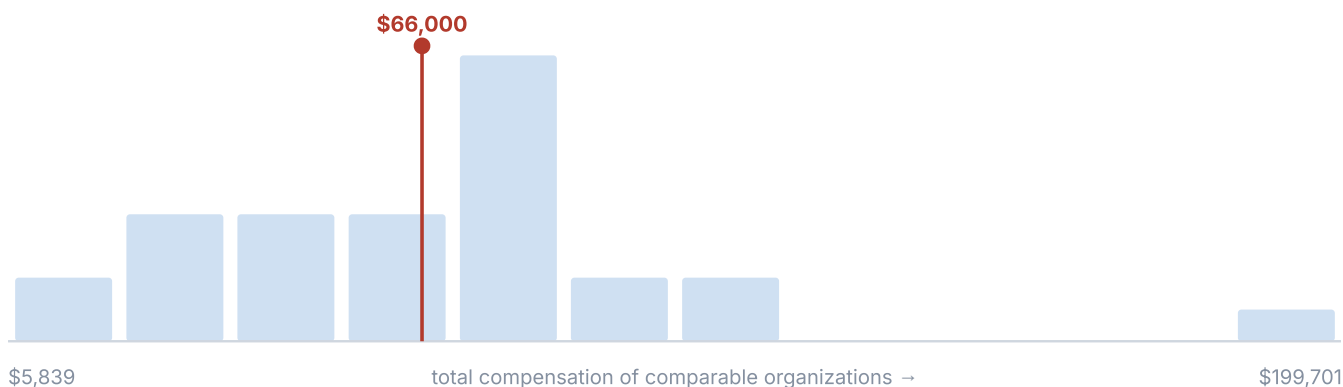
Benchmarked executive: Renae Townsend — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I70).
BUDGET	Total revenue between \$183,918 and \$411,757 — 0.67x to 1.50x the subject's \$274,505 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I70), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,359	\$42,921	\$66,862	\$84,628	\$103,761	\$66,000
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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 VA 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
Time Of Change	CA	\$269,415	Director/president	\$30,000	\$26,829	2025
Ceces Hope Center	AZ	\$267,116	Pres/ceo	\$24,000	\$25,263	2023
The Ace Fiduciary Group A Non-profit	CA	\$265,875	Executive Director & Corporate Secretary	\$59,265	\$54,404	2024
Court Appointed Special Advocates	AL	\$283,833	Executive Director	\$54,298	\$62,361	2024
Casa Of West Central Illinois	IL	\$290,129	Executive Director	\$61,849	\$62,975	2025
Stories Foundation	MN	\$293,668	Executive Director	\$52,000	\$56,236	2023
East-central Court Appointed Special	SD	\$299,959	Executive Di	\$60,022	\$72,502	2023
Pedal The Pacific	TX	\$244,736	Director	\$65,000	\$71,164	2023
Casa Of East Central Wisconsin	WI	\$305,316	Director	\$76,951	\$85,435	2024
Can Council Great Lakes Bay Region	MI	\$241,557	President/ce	\$5,169	\$5,839	2023
Northern California Tribal Court Coalition	CA	\$309,849	Executive Director	\$77,069	\$70,748	2024
Rock The Walls Foundation Inc	FL	\$238,222	Executive Director	\$86,750	\$89,195	2023
Rutland County Child First	VT	\$233,936	Executive Di	\$50,346	\$53,871	2024
The Childrens Advocacy Center Of Cleveland County	NC	\$232,013	Executive Director	\$68,289	\$73,079	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Soap Project	OH	\$320,738	Executive Director & Found	\$24,000	\$27,023	2024
In Our Backyard	OR	\$343,058	Executive Dir.	\$84,400	\$83,323	2024
Tennessee Voices For Victims	TN	\$350,346	Secretary Co Founder	\$74,900	\$86,170	2023
Tyrrell-washington Partnership For Children Inc	NC	\$353,668	Executive Director	\$74,595	\$84,359	2023
Guardians Of Our Children Inc	NY	\$189,936	Director	\$45,500	\$43,709	2024
Restoring Ancestral Winds Inc	UT	\$366,868	Executive Dir.	\$100,875	\$112,998	2023
Alliance For Freedom Restoration And	TN	\$392,338	Cfo	\$11,000	\$12,292	2024
Rescuing Hope Inc	GA	\$393,714	Executive Dir.	\$41,650	\$44,520	2024
Megan Montgomery Foundation To Prevent Domestic Violence Inc	AL	\$395,455	Executive Director	\$24,846	\$29,379	2023
Stomp Out Bullying Corp	NY	\$400,373	Ceo	\$207,885	\$199,701	2024
Casa Of The 5th Judicial Dist Inc	AR	\$401,517	Executive Director	\$65,605	\$76,375	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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 VA 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	28 organizations. Compensation range \$5,839–\$199,701; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$274,505); for reference, expenses \$225,840 and assets \$353,155.
ROLE MATCH	Renaë Townsend, 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	1 peer 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	50 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	46 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 (Renaë Townsend) 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 28 similarly situated organizations (Same NTEE sector (I70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,000 is reasonable (approximately the 50th 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.