

Unitarian Universalist Refugee And

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Katia Hansen Jd, Executive Director / CEO** (\$45,000) 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 **50th** percentile of comparable organizations within the typical range

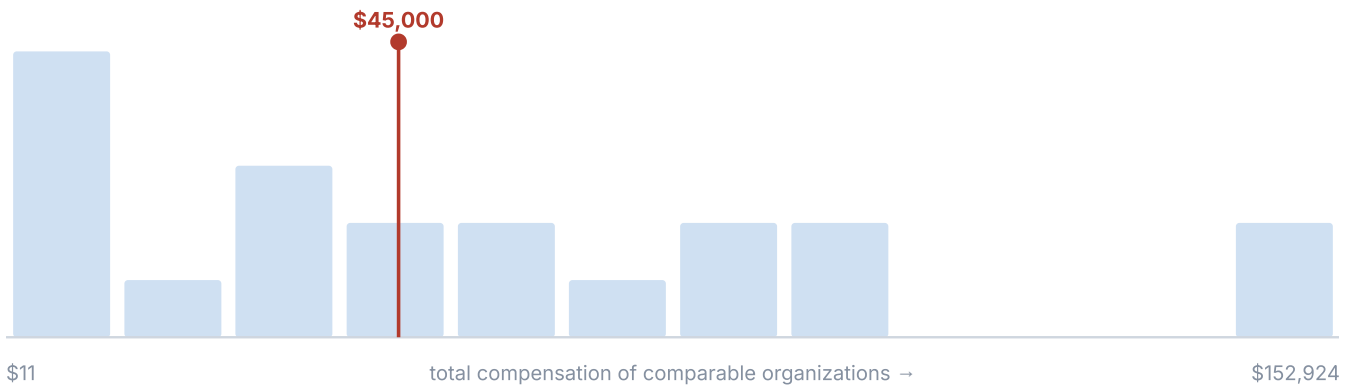
Benchmarked executive: Katia Hansen Jd — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I80).
BUDGET	Total revenue between \$99,591 and \$222,966 — 0.67x to 1.50x the subject's \$148,644 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I80), nationwide + 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



\$6,552	\$13,647	\$44,632	\$85,018	\$102,290	\$45,000
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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 CA 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
Fairfax Law Foundation	VA	\$144,619	Executive Director	\$8,139	\$9,369	2023
Pro Bono Counseling Project Inc	MD	\$172,318	Executive Director	\$137,082	\$152,801	2023
Migration Resource Center	NY	\$174,041	Director	\$13,184	\$14,204	2023
Valley Immigrant Advocates	IL	\$175,952	Executive Director	\$10	\$11	2025
Life After Justice	IL	\$113,155	Executive Director	\$77,184	\$87,876	2024
Montgomery Bar Foundation	PA	\$186,570	Executive Director	\$10,368	\$11,974	2024
Legal Aid Foundation Of Western	OH	\$188,633	Interim Executive Director	\$26,821	\$33,870	2023
Maricopa County Bar Foundation	AZ	\$190,092	Executive Director	\$3,528	\$3,929	2024
Apoyo Legal Al Emprendimiento Comunitario Inc	PR	\$106,009	Director	\$32,000	\$32,945	2023
Compass Immigration Legal Services	PA	\$199,376	President	\$5,925	\$6,843	2024
Chosen Family Law Center Inc	NY	\$200,258	Treasurer	\$32,000	\$33,487	2024
Center For Integrity In Forensic	WI	\$208,031	Executive Director	\$122,813	\$152,924	2023
Open Immigration Legal Services Inc	CA	\$208,729	President	\$59,013	\$59,013	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Disability Legal Services Of Indiana	IN	\$209,446	Executive Director	\$79,163	\$96,678	2024
Education Law Association	PA	\$212,035	Executive Di	\$77,610	\$92,277	2023
Redirections Of Rockingham County	NC	\$216,870	Executive Director	\$37,000	\$45,582	2023
4 The Children	CO	\$219,757	Executive Director	\$57,589	\$65,839	2023
Legal Services Clinic Of The Puerto Rican Community Inc	FL	\$220,815	President	\$39,000	\$43,682	2023
Florida Justice Center Inc	FL	\$221,688	Executive Director	\$50,401	\$54,832	2024
Canadian County Casa Inc	OK	\$221,936	Exec Director	\$67,667	\$84,065	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	20 organizations. Compensation range \$11–\$152,924; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$148,644); for reference, expenses \$321,583 and assets \$50,191. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Katia Hansen Jd, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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)	55 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	30 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 (Katia Hansen Jd) 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 10, 2026, comparing compensation against 20 similarly situated organizations (Same NTEE sector (I80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 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 10, 2026.