

Children's Advocacy Centers

Executive Director / CEO

EIN 273728431
 ND · NTEE P99
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Greg Kasowski, Executive Director / CEO** (\$109,105) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Greg Kasowski — 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 (P99).
BUDGET	Total revenue between \$203,414 and \$455,406 — 0.67x to 1.50x the subject's \$303,604 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

191 organizations qualified on sector, size, and geography → **191** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,089	\$29,782	\$54,200	\$72,574	\$91,399	\$109,105
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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 ND 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
One Heart One Mind	UT	\$303,231	Assistant Director	\$22,720	\$21,815	2023
Darke County Pregnancy Help Center	OH	\$301,642	Board Member	\$28,473	\$27,480	2024
Gold Star Peak Inc	AK	\$300,450	President	\$80,000	\$71,754	2023
Femergy	OH	\$308,518	Director	\$43,542	\$42,024	2024
Sisters Of Grace Inc	GA	\$308,824	President	\$61,250	\$56,119	2024
Moco Pride Center Inc	MD	\$297,753	Ceo	\$80,000	\$68,154	2024
Newbirth Outreach Center	AL	\$297,290	Director	\$15,960	\$16,175	2023
Carleton-willard At Home Inc	MA	\$310,206	President & Ceo	\$60,724	\$49,724	2024
Connections Ministry Inc	LA	\$296,729	President	\$78,997	\$79,265	2024
Neighbors Helping Neighbors Inc	KY	\$310,813	Nhn Director	\$54,573	\$55,005	2023
Girls Helping Girls Period	NJ	\$311,382	Executive Director	\$75,000	\$62,821	2023
Destiny Of Hope	MO	\$295,413	Executive Dir.	\$20,833	\$20,107	2024
Evergreen Life Services Of Florida Inc	LA	\$312,332	President/ceo	\$21,418	\$21,491	2024
Elder Orphan Care	NC	\$292,680	Executive Director	\$59,208	\$57,394	2023
Greater Boston Real Estate Board	MA	\$291,834	Ceo	\$39,071	\$32,938	2023
Horsin' Around Camp Inc	KY	\$316,030	Executive Director	\$82,169	\$82,820	2023
Dry Dock Corporation	CA	\$290,465	Executive Director And Treasurer	\$59,700	\$48,363	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundations For Franklin County Inc	MO	\$317,178	Executive Di	\$25,625	\$25,462	2023
Peopleworks - Nm	NM	\$321,450	Executive Di	\$64,693	\$65,278	2023
Senior Charity Care Foundation	UT	\$284,718	Executive Di	\$22,965	\$21,418	2024
Soteni Inc	OH	\$283,526	Operations Manager	\$44,769	\$42,095	2025
Flourish Homes Incorporated	OK	\$324,273	Ceo/founder	\$36,000	\$37,189	2023
Guardianship & Protective Services	OH	\$324,533	Executive Di	\$62,378	\$60,204	2024
Birth Companions Community Center	CA	\$281,781	Director	\$21,600	\$16,996	2024
Open Door Recovery House	TX	\$325,511	Executive Director	\$157,492	\$143,558	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND 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 ND 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 191 organizations. Compensation range \$720–\$503,668; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$303,604); for reference, expenses \$318,445 and assets \$55,400.

ROLE MATCH Greg Kasowski, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 10 peers 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	95 th
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	91 st

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 (Greg Kasowski) 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 191 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$109,105 is reasonable (approximately the 95th 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.