

Court Appointed Special Advocate Of

Executive Director / CEO

EIN 452881517

CA · NTEE R20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rosa Segura, Executive Director / CEO** (\$76,923) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

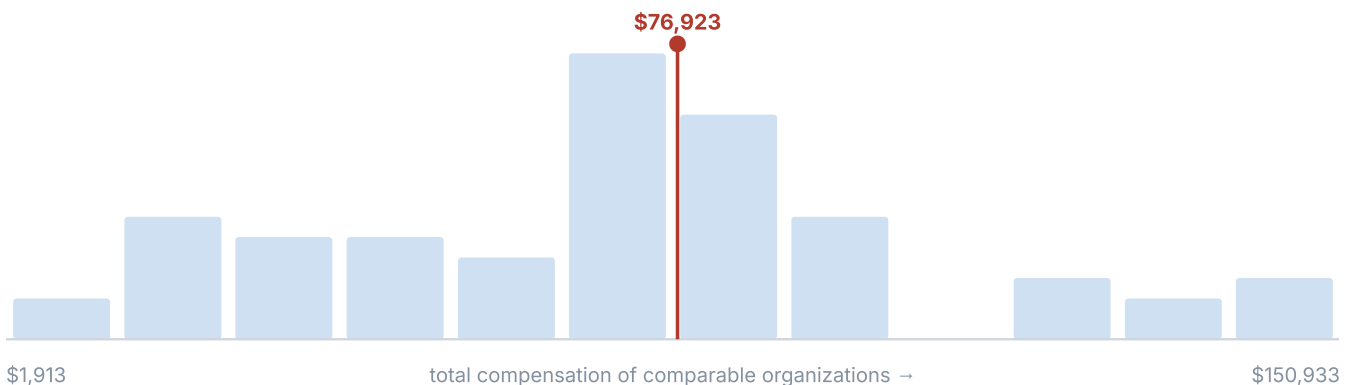
Benchmarked executive: Rosa Segura — reported title “Former Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R20).
BUDGET	Total revenue between \$177,514 and \$397,420 — 0.67x to 1.50x the subject's \$264,947 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,281	\$43,095	\$72,132	\$87,796	\$114,336	\$76,923
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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
Moveon Education Fund	OR	\$265,211	Executive Director	\$7,769	\$8,355	2024
Casa - 15th Judicial Circuit	IL	\$266,550	Executive Director	\$71,250	\$81,120	2024
The Buffalo Trace Casa Program Inc	KY	\$268,498	Executive Dir.	\$72,431	\$87,796	2025
Strategic Advocacy For Human Rights Inc	CA	\$261,338	Co-executive Director	\$33,723	\$34,719	2023
Palm Beach Fellowship Of Christians And	FL	\$270,435	Executive Director	\$78,350	\$85,239	2024
Casa Partners 4nmkids Inc	NM	\$256,941	Executive Director	\$45,000	\$56,051	2024
Muslim Justice League	MA	\$256,525	Executive Director	\$87,374	\$88,584	2025
Casa Of Southwest Georgia Inc	GA	\$254,994	Executive Di	\$54,288	\$65,082	2023
Central Georgia Casa Inc	GA	\$253,174	Executive Di	\$70,000	\$79,409	2025
Cair National Legal Defense Fund Inc	DC	\$249,901	Director/secretary	\$25,927	\$26,348	2024
Carroll County Casa Inc	GA	\$247,723	Executive Dir.	\$63,840	\$72,420	2025
Muslim American Leadership Alliance	IL	\$246,473	Chairperson	\$75,617	\$86,092	2024
Sampson County Child Advocacy	NC	\$246,315	Executive Di	\$52,670	\$63,025	2024
Before Racism	MN	\$284,539	Vice President & Secretary	\$30,795	\$36,280	2023
National Organization For The Reform Of	DC	\$285,744	Board Member	\$23,500	\$23,882	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Colonial Court Appointed Special	VA	\$288,982	Executive Di	\$79,495	\$88,889	2024
Carolina For All Education Fou	SC	\$289,237	Director	\$59,970	\$74,593	2023
Casa Of Southern Illinois Inc	IL	\$240,246	Executive Dir.	\$67,056	\$74,377	2025
Loud And Proud	MI	\$238,733	Executive Director	\$20,313	\$24,281	2024
Jefferson Childrens Advocacy Center	LA	\$291,233	Executive Director	\$1,500	\$1,913	2024
Gideons Army Grassroots Army	TN	\$293,442	Executive Dir.	\$96,000	\$113,848	2025
Father S Group	OR	\$294,383	Ed	\$83,078	\$89,347	2024
Rappahannock Casa Inc	VA	\$233,323	Executive Director	\$62,658	\$72,132	2023
Fw Black Collective	WA	\$232,327	Executive Director	\$70,758	\$73,364	2024
Massachusetts Casa Association	MA	\$231,759	Executive Director	\$106,716	\$114,336	2023

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 61 organizations. Compensation range \$1,913–\$150,933; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$264,947); for reference, expenses \$220,486 and assets \$307,185.

ROLE MATCH Rosa Segura, reported title "*Former Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 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	59 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	56 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 (Rosa Segura) 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 61 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,923 is reasonable (approximately the 59th 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.