

Northern Hills Area Casa Program

Executive Director / CEO

This analysis benchmarks the total compensation of **Amy Cermak, Executive Director / CEO** (\$69,667) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Amy Cermak — reported title "EXECUTIVE DIR.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (R200).

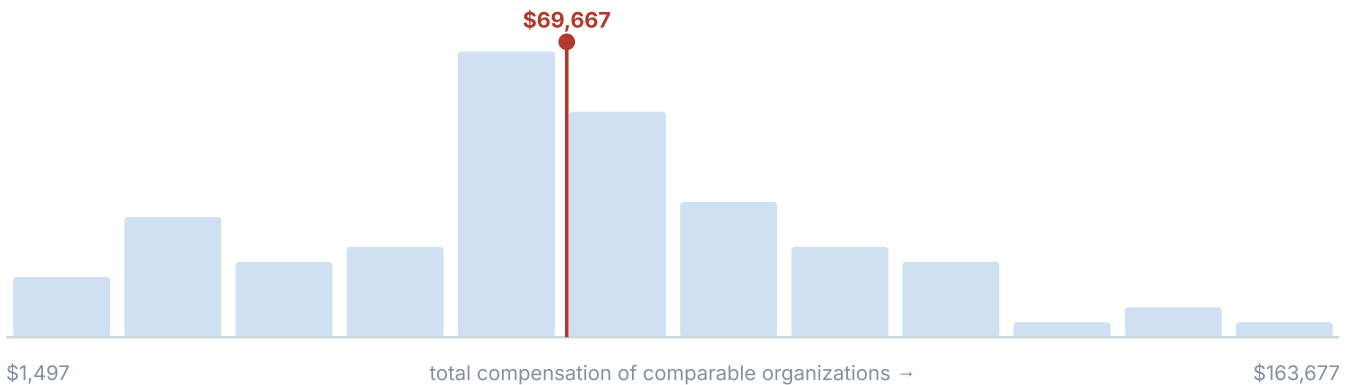
BUDGET Total revenue between \$281,432 and \$630,073 — 0.67x to 1.50x the subject's \$420,049 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography

→ **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,166	\$51,949	\$67,933	\$85,851	\$109,969	\$69,667
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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 SD 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
Asian American Women's Political Initiative Inc	MA	\$424,597	Secretary	\$57,000	\$46,411	2024
Casa Of The Permian Basin Inc	TX	\$426,647	Executive Director	\$64,181	\$58,172	2024
Casa Of Ohio Valley Inc	KY	\$429,085	Executive Director	\$64,572	\$64,716	2023
Project On Fair Representation Inc	TX	\$429,800	Executive Director	\$150,000	\$139,973	2023
Never Lost Inc	GA	\$431,616	Executive Dir.	\$69,639	\$63,446	2024
West Virginia Pregnancy Center Coalition Inc	WV	\$408,099	Executive Director	\$7,826	\$7,904	2023
Tectonic Justice Inc	CA	\$437,967	President	\$90,000	\$70,417	2024
Gateway Equity Institute	MO	\$438,221	Executive Director	\$62,278	\$59,768	2024
Advocates For Immigration Rights & Reconciliation Inc	KS	\$438,658	Executive Director Ex Oficio Non Voting	\$73,370	\$71,821	2024
Philly Black Worker Project	PA	\$401,397	Executive Director	\$84,150	\$76,037	2024
Casa Of Douglas County Inc	OR	\$400,011	Executive Director	\$83,037	\$69,872	2024
Beyond These Walls	OR	\$399,184	Executive Director	\$74,375	\$62,583	2024
Center For Intimacy Justice	CA	\$398,202	Ceo & Founder	\$100,517	\$80,969	2023
You Have The Power	TN	\$397,960	Ceo	\$105,163	\$100,161	2024
Elevate Coweta Students Inc	GA	\$396,025	Executive Di	\$86,864	\$79,139	2024
Women Are Sacred Movement Inc	CA	\$450,008	Executive Di	\$85,000	\$68,470	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Naya Action Fund	OR	\$386,896	Executive Director	\$18,903	\$16,375	2023
National Mobilization Against	NY	\$456,309	Executive Director	\$45,336	\$38,216	2023
Native Peoples Action Inc	AK	\$456,507	Executive Dir.	\$24,440	\$21,797	2023
Garland County Casa Program	AR	\$457,086	Executive Director	\$60,583	\$60,113	2025
Chelan- Douglas County Casagal	WA	\$380,005	Executive Dir.	\$75,450	\$61,208	2024
Second Judicial District Casa Program Inc	ID	\$466,180	Executive Director	\$118,478	\$111,257	2025
Mississippi Immigrant Rights Allian	MS	\$466,875	Excutive Director	\$50,000	\$51,949	2023
Children's Advocacy Center Of The Big Bend Inc	TX	\$365,005	Ceo	\$84,636	\$76,712	2024
Legal Initiatives For Vietnam	CA	\$362,482	President/co-director	\$30,000	\$24,166	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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	81 organizations. Compensation range \$1,497–\$163,677; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$420,049); for reference, expenses \$314,075 and assets \$823,778.
ROLE MATCH	Amy Cermak, reported title "EXECUTIVE DIR.", 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.
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	53 rd
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	52 nd

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 (Amy Cermak) 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 81 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,667 is reasonable (approximately the 53rd 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.