

Westwood Unidos

Executive Director / CEO

EIN 474697604

CO · NTEE S20

FY ending 2021-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Paul Casey, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **305** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

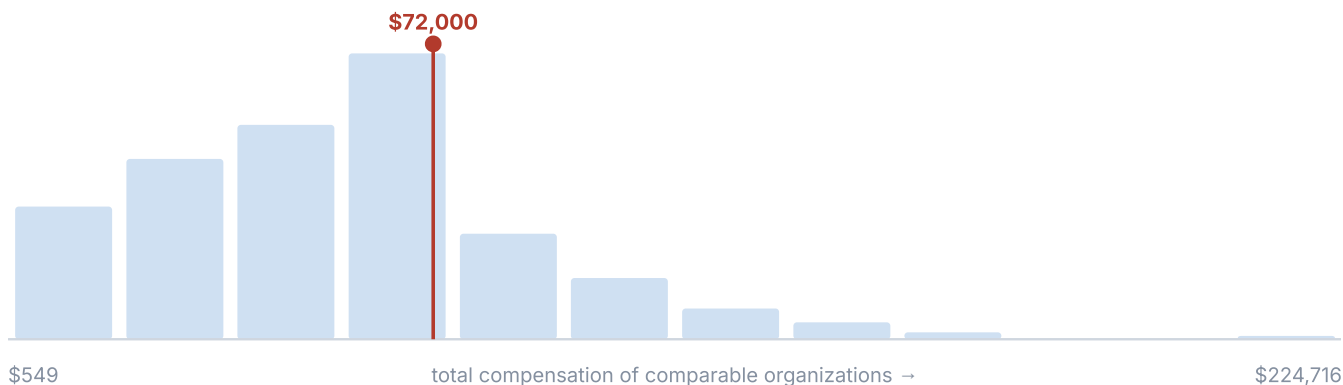
Benchmarked executive: Paul Casey — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$202,312 and \$452,938 — 0.67x to 1.50x the subject's \$301,959 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

305 organizations qualified on sector, size, and geography → **305** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,678	\$32,656	\$56,326	\$72,739	\$98,764	\$72,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 73RD
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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 CO 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
Sgr Foundation	PA	\$301,908	Executive Director	\$15,000	\$13,476	2024
Mount Washington Community	PA	\$301,486	Executive Dir.	\$35,000	\$31,445	2024
Wayne County Family Center	PA	\$301,055	Executive Director	\$51,094	\$47,261	2023
Main Street Murfreesbororutherford	TN	\$300,829	Executive Dir.	\$70,750	\$67,001	2024
Davis Tennon Foundation	WI	\$300,000	Director	\$75,000	\$70,567	2024
Malama Kula	HI	\$303,970	Treasurer/ce	\$64,007	\$51,629	2024
Puede Network	TX	\$299,580	Executive Director	\$62,500	\$56,326	2024
District 2 Community Enhancement Corporation	LA	\$299,563	President	\$92,935	\$94,919	2023
Mainstreet Of Athens Inc	TN	\$304,388	Executive Director	\$22,371	\$21,185	2024
Canoga Park Improvement Association	CA	\$299,192	Exc. Dir.	\$57,200	\$45,814	2023
Amigos En Cristo Inc	FL	\$305,295	Ceo	\$65,167	\$55,155	2024
Downtown Brookings	SD	\$297,995	Executive Dir.	\$36,094	\$36,948	2023
The San Juan Safe Communities	NM	\$307,335	Executive Dir.	\$63,000	\$61,048	2024
Crime Stoppers Of Northeast Florida	FL	\$307,480	Executive Di	\$67,465	\$57,099	2024
Houghton Jones Neighborhood Task Force Inc	MI	\$296,350	Office Manager	\$23,247	\$21,618	2024
United Human Services Of Se Alaska	AK	\$296,107	Vice Preside	\$12,000	\$10,336	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tooley Comm Development Group Inc	FL	\$296,089	Chairman	\$70,000	\$60,995	2023
T R Hoover Community Development Corporation Inc	TX	\$307,878	5106 Bexar St Dallas Tx 75215	\$15,000	\$13,917	2023
Livermore Downtown Inc	CA	\$308,752	Executive Director	\$105,232	\$81,866	2024
Moravia Park Community Development Corporation	MD	\$294,013	President	\$24,440	\$21,194	2023
Experience The Heart Of	IN	\$293,906	Executive Di	\$42,250	\$41,327	2023
AI Community Development Corporation	TX	\$310,318	Secretary	\$40,922	\$36,880	2024
Foundation For Body Mind & Spirit	TX	\$292,958	President/ceo	\$35,219	\$31,740	2024
Springfield Avenue Partnership	NJ	\$312,687	Executive Director	\$105,462	\$84,832	2024
Gric Urban Members Association Inc	AZ	\$312,925	Chair	\$4,800	\$4,159	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2021 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 CO 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 305 organizations. Compensation range \$549–\$224,716; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$301,959); for reference, expenses \$220,436 and assets \$427,982.

ROLE MATCH Paul Casey, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	73 rd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	70 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 (Paul Casey) 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 305 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 73rd 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.