

California Housing Defense Fund

Executive Director / CEO

EIN 475414850
 CA · NTEE R20
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Dylan Casey, Executive Director / CEO** (\$134,412) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

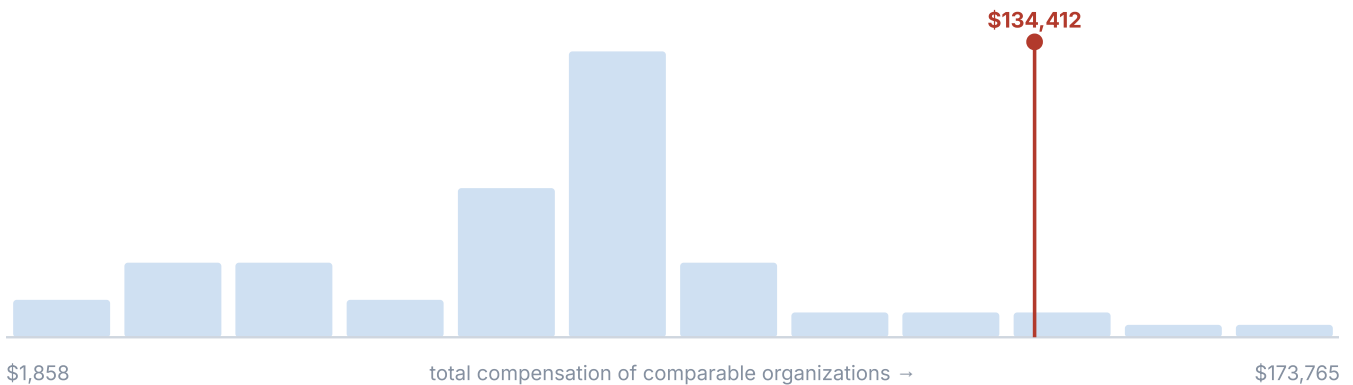
Benchmarked executive: Dylan Casey — reported title “Exec Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R20).
BUDGET	Total revenue between \$221,797 and \$496,561 — 0.67x to 1.50x the subject's \$331,041 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,472	\$56,030	\$75,984	\$86,614	\$110,772	\$134,412
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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
Casa Of The Wilderness Trail Inc	KY	\$334,436	Executive Di	\$78,854	\$95,296	2024
Colorado Asian Pacific United	CO	\$323,992	Executive Director	\$36,978	\$39,884	2024
Rockdale Casa Inc	GA	\$320,892	Director	\$57,000	\$62,807	2025
Redwood Justice Fund	CA	\$343,496	President & Ed	\$140,550	\$136,518	2024
Piedmont Casa Inc	GA	\$345,323	Exec Director	\$55,750	\$63,055	2024
Peace Boat Us Inc	NY	\$345,491	Executive Director	\$42,000	\$42,691	2024
Central Missouri Stop Human Trafficking Coalition	MO	\$345,862	Board President	\$62,111	\$76,184	2023
Project 68 Inc	FL	\$312,500	Executive Dir.	\$37,650	\$39,785	2024
Court Appointed Special Advocate	MD	\$307,143	Executive Direc	\$73,410	\$79,480	2023
Humanity In Action Inc	NY	\$354,939	Interim Ceo	\$144,231	\$146,603	2024
Women's Resource Center Of Steele	MN	\$355,919	Ex. Director	\$70,547	\$78,411	2024
Movement For Justice In El Barrio Inc	NY	\$304,856	Executive Director	\$128,087	\$130,193	2024
Pennsylvania Firearms Association	PA	\$304,421	Executive Director	\$74,000	\$83,009	2024
Metrowest Worker Center Inccasa Do	MA	\$302,640	Executive Director	\$35,000	\$34,467	2025
Legal Initiatives For Vietnam	CA	\$362,482	President/co-director	\$30,000	\$30,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Children's Advocacy Center Of The Big Bend Inc	TX	\$365,005	Ceo	\$84,636	\$95,233	2024
Father S Group	OR	\$294,383	Ed	\$83,078	\$86,784	2024
Gideons Army Grassroots Army	TN	\$293,442	Executive Dir.	\$96,000	\$110,582	2025
Jefferson Childrens Advocacy Center	LA	\$291,233	Executive Director	\$1,500	\$1,858	2024
Carolina For All Education Fou	SC	\$289,237	Director	\$59,970	\$72,453	2023
Colonial Court Appointed Special	VA	\$288,982	Executive Di	\$79,495	\$86,339	2024
National Organization For The Reform Of	DC	\$285,744	Board Member	\$23,500	\$23,197	2024
Before Racism	MN	\$284,539	Vice President & Secretary	\$30,795	\$35,239	2023
Chelan- Douglas County Casagal	WA	\$380,005	Executive Dir.	\$75,450	\$75,984	2024
Naya Action Fund	OR	\$386,896	Executive Director	\$18,903	\$20,329	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 2023 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 67 organizations. Compensation range \$1,858–\$173,765; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$331,041); for reference, expenses \$443,012 and assets \$386,952.

ROLE MATCH	Dylan Casey, reported title " <i>Exec Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	94 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	93 rd

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 (Dylan 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 67 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$134,412 is reasonable (approximately the 94th 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.