

Court Appointed Special Advocate

Executive Director / CEO

EIN 521936813

MD · NTEE R20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ross Diedoardo, Executive Director / CEO** (\$73,410) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

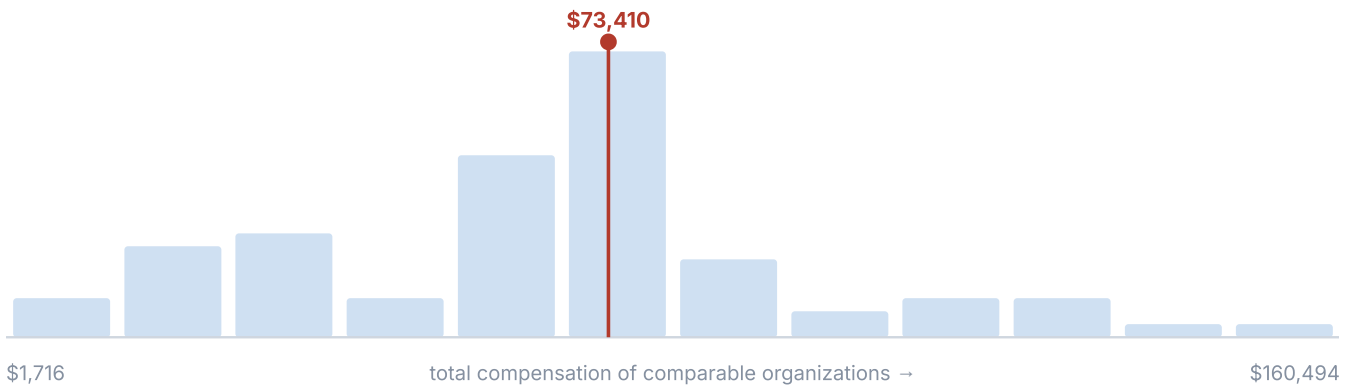
Benchmarked executive: Ross Diedoardo — reported title “Executive Direc”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R20).
BUDGET	Total revenue between \$205,785 and \$460,714 — 0.67x to 1.50x the subject's \$307,143 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,908	\$43,819	\$68,926	\$80,116	\$107,699	\$73,410
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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 MD 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
Movement For Justice In El Barrio Inc	NY	\$304,856	Executive Director	\$128,087	\$120,250	2024
Pennsylvania Firearms Association	PA	\$304,421	Executive Director	\$74,000	\$76,669	2024
Metrowest Worker Center Inccasa Do	MA	\$302,640	Executive Director	\$35,000	\$31,834	2025
Project 68 Inc	FL	\$312,500	Executive Dir.	\$37,650	\$36,747	2024
Father S Group	OR	\$294,383	Ed	\$83,078	\$80,155	2024
Gideons Army Grassroots Army	TN	\$293,442	Executive Dir.	\$96,000	\$102,136	2025
Rockdale Casa Inc	GA	\$320,892	Director	\$57,000	\$58,010	2025
Jefferson Childrens Advocacy Center	LA	\$291,233	Executive Director	\$1,500	\$1,716	2024
Colorado Asian Pacific United	CO	\$323,992	Executive Director	\$36,978	\$36,838	2024
Carolina For All Education Fou	SC	\$289,237	Director	\$59,970	\$66,919	2023
Colonial Court Appointed Special	VA	\$288,982	Executive Di	\$79,495	\$79,744	2024
National Organization For The Reform Of	DC	\$285,744	Board Member	\$23,500	\$21,425	2024
Before Racism	MN	\$284,539	Vice President & Secretary	\$30,795	\$32,548	2023
California Housing Defense Fund	CA	\$331,041	Exec Dir.	\$134,412	\$124,146	2023
Casa Of The Wilderness Trail Inc	KY	\$334,436	Executive Di	\$78,854	\$88,017	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Redwood Justice Fund	CA	\$343,496	President & Ed	\$140,550	\$126,091	2024
Palm Beach Fellowship Of Christians And	FL	\$270,435	Executive Director	\$78,350	\$76,470	2024
Piedmont Casa Inc	GA	\$345,323	Exec Director	\$55,750	\$58,239	2024
Peace Boat Us Inc	NY	\$345,491	Executive Director	\$42,000	\$39,430	2024
The Buffalo Trace Casa Program Inc	KY	\$268,498	Executive Dir.	\$72,431	\$78,764	2025
Central Missouri Stop Human Trafficking Coalition	MO	\$345,862	Board President	\$62,111	\$70,365	2023
Casa - 15th Judicial Circuit	IL	\$266,550	Executive Director	\$71,250	\$72,775	2024
Moveon Education Fund	OR	\$265,211	Executive Director	\$7,769	\$7,496	2024
Court Appointed Special Advocate Of	CA	\$264,947	Former Executive Director	\$76,923	\$69,009	2024
Strategic Advocacy For Human Rights Inc	CA	\$261,338	Co-executive Director	\$33,723	\$31,147	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	73 organizations. Compensation range \$1,716–\$160,494; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$307,143); for reference, expenses \$310,128 and assets \$151,133.
ROLE MATCH	Ross Diedoardo, reported title " <i>Executive Direc</i> ", 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	2 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	62 nd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	59 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 (Ross Diedoardo) 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 73 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,410 is reasonable (approximately the 62nd 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.