

Sumner County Casa Inc

Executive Director / CEO

EIN 621465336
 TN · NTEE R200
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Sonya Sweat-manfred, Executive Director / CEO** (\$55,544) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

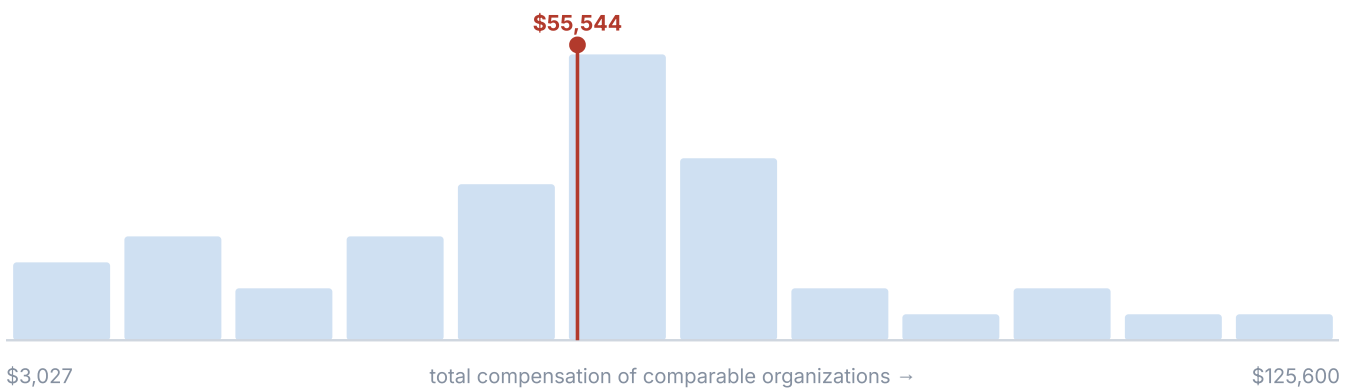
Benchmarked executive: Sonya Sweat-manfred — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (R200).
- BUDGET** Total revenue between \$121,629 and \$272,305 — 0.67x to 1.50x the subject's \$181,537 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,600	\$41,503	\$57,406	\$68,494	\$82,415	\$55,544
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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 TN 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
A Childs Place Casa Ltd	WV	\$180,906	Executive Director	\$48,951	\$53,285	2023
Northwest Ohio Casa	OH	\$183,897	Program Dire	\$44,769	\$47,672	2023
Oregon Sex Workers Committee	OR	\$171,731	Co-president	\$53,585	\$48,594	2024
Cultural Diversity Resources	ND	\$192,794	Executive Director	\$17,940	\$19,226	2024
Tri-county Casa Inc	KS	\$197,381	Executive Di	\$56,862	\$59,987	2024
Casa Of White County Inc	AR	\$197,645	Executive Director	\$39,559	\$42,303	2025
Mothers Against Police Brutality	TX	\$165,252	Executive Director	\$110,000	\$107,450	2024
Casa Mobile Inc	AL	\$162,700	Program Director	\$36,000	\$39,101	2023
Spencer County Casa Inc	IN	\$160,488	Former Executive Director	\$42,541	\$43,809	2024
Court Appointed Juvenile Advocacy	AL	\$160,358	Executive Director	\$54,006	\$56,975	2024
Return America Inc	NC	\$158,925	President	\$3,000	\$3,027	2024
Casa For Clermont Kids	OH	\$158,535	Executive Director	\$70,999	\$75,602	2023
Erie County Court Appointed Special	OH	\$205,077	Executive Di	\$82,506	\$85,335	2024
Responsible Sourcing Network	CA	\$207,224	Ceo	\$121,477	\$102,433	2024
Casa Of East Central Illinois	IL	\$209,015	Executive Director	\$58,517	\$57,837	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Central Kansas Court Appointed Special Advocates	KS	\$151,702	Executive Director	\$46,083	\$48,616	2024
American Liberties Institute Inc	FL	\$211,598	President	\$127,748	\$125,600	2022
Abate Of Michigan Inc	MI	\$149,866	President	\$3,600	\$3,735	2023
Cofa Alliance National Network	OR	\$213,286	Board Member	\$15,544	\$14,513	2023
The Diverse Future Foundation Inc	NY	\$215,800	Director	\$40,000	\$36,339	2023
Eddy County Casa Auxiliary	NM	\$218,495	Executive Di	\$56,333	\$59,166	2024
Casa Of Midwest Kentucky Inc	KY	\$220,428	Executive Di	\$59,788	\$61,109	2025
Casa Of North Arkansas	AR	\$221,089	Executive Director	\$25,831	\$27,623	2025
Children's Rights Council Inc	MD	\$136,124	Director	\$77,320	\$68,770	2025
People Engaged In Active Community Efforts Inc	FL	\$230,087	Lead Organizer	\$60,000	\$56,668	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN cost of living and 2025 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 TN 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	44 organizations. Compensation range \$3,027–\$125,600; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$181,537); for reference, expenses \$217,218 and assets \$49,800.
ROLE MATCH	Sonya Sweat-manfred, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	45 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	41 st

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 (Sonya Sweat-manfred) 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 44 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,544 is reasonable (approximately the 45th 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.