

# Court Appointed Juvenile Advocacy

Executive Director / CEO

EIN 631167602  
 AL · NTEE R200  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Sherry Willis, Executive Director / CEO** (\$54,006) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

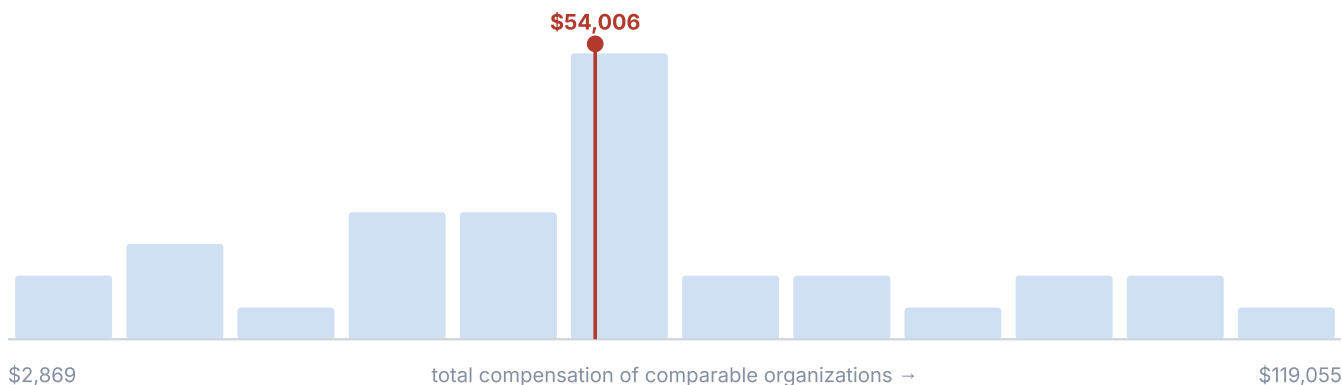
**Benchmarked executive:** Sherry Willis — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R200).
BUDGET	Total revenue between \$107,439 and \$240,537 — 0.67x to 1.50x the subject's \$160,358 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

**33** organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,460	\$40,098	\$54,824	\$66,568	\$95,953	\$54,006
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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 AL 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 href="#">Spencer County Casa Inc</a>	IN	\$160,488	Former Executive Director	\$42,541	<b>\$41,526</b>	2024
<a href="#">Return America Inc</a>	NC	\$158,925	President	\$3,000	<b>\$2,869</b>	2024
<a href="#">Casa For Clermont Kids</a>	OH	\$158,535	Executive Director	\$70,999	<b>\$71,663</b>	2023
<a href="#">Casa Mobile Inc</a>	AL	\$162,700	Program Director	\$36,000	<b>\$37,063</b>	2023
<a href="#">Mothers Against Police Brutality</a>	TX	\$165,252	Executive Director	\$110,000	<b>\$101,852</b>	2024
<a href="#">Central Kansas Court Appointed Special Advocates</a>	KS	\$151,702	Executive Director	\$46,083	<b>\$46,083</b>	2024
<a href="#">Abate Of Michigan Inc</a>	MI	\$149,866	President	\$3,600	<b>\$3,541</b>	2023
<a href="#">Oregon Sex Workers Committee</a>	OR	\$171,731	Co-president	\$53,585	<b>\$46,062</b>	2024
<a href="#">A Childs Place Casa Ltd</a>	WV	\$180,906	Executive Director	\$48,951	<b>\$50,509</b>	2023
<a href="#">Sumner County Casa Inc</a>	TN	\$181,537	Director	\$55,544	<b>\$52,650</b>	2025
<a href="#">Northwest Ohio Casa</a>	OH	\$183,897	Program Dire	\$44,769	<b>\$45,187</b>	2023
<a href="#">Children's Rights Council Inc</a>	MD	\$136,124	Director	\$77,320	<b>\$65,187</b>	2025
<a href="#">Cultural Diversity Resources</a>	ND	\$192,794	Executive Director	\$17,940	<b>\$18,223</b>	2024
<a href="#">Tri-county Casa Inc</a>	KS	\$197,381	Executive Di	\$56,862	<b>\$56,862</b>	2024
<a href="#">Casa Of White County Inc</a>	AR	\$197,645	Executive Director	\$39,559	<b>\$40,098</b>	2025
<a href="#">Erie County Court Appointed Special</a>	OH	\$205,077	Executive Di	\$82,506	<b>\$80,888</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Trunorth Foundation</a>	CO	\$115,536	President & Ceo	\$75,000	<b>\$66,568</b>	2024
<a href="#">Sankofa Impact</a>	WA	\$113,817	Executive Director	\$123,013	<b>\$104,955</b>	2023
<a href="#">Responsible Sourcing Network</a>	CA	\$207,224	Ceo	\$121,477	<b>\$97,095</b>	2024
<a href="#">Center For The Healing Of Racism</a>	TX	\$112,124	Executive Director	\$75,000	<b>\$71,495</b>	2023
<a href="#">Casa Of East Central Illinois</a>	IL	\$209,015	Executive Director	\$58,517	<b>\$54,824</b>	2023
<a href="#">American Liberties Institute Inc</a>	FL	\$211,598	President	\$127,748	<b>\$119,055</b>	2022
<a href="#">Cofa Alliance National Network</a>	OR	\$213,286	Board Member	\$15,544	<b>\$13,756</b>	2023
<a href="#">The Diverse Future Foundation Inc</a>	NY	\$215,800	Director	\$40,000	<b>\$34,445</b>	2023
<a href="#">Eddy County Casa Auxiliary</a>	NM	\$218,495	Executive Di	\$56,333	<b>\$56,084</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 33 organizations. Compensation range \$2,869–\$119,055; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$160,358); for reference, expenses \$133,622 and assets \$383,184.

**ROLE MATCH** Sherry Willis, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	52 <sup>nd</sup>
All sources (D + E + F), adjusted	48 <sup>th</sup>

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 (Sherry Willis) 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 33 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,006 is reasonable (approximately the 48<sup>th</sup> 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.