

Casa Of Laramie County

Executive Director / CEO

This analysis benchmarks the total compensation of **Sarah Urbanek, Executive Director / CEO** (\$60,982) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

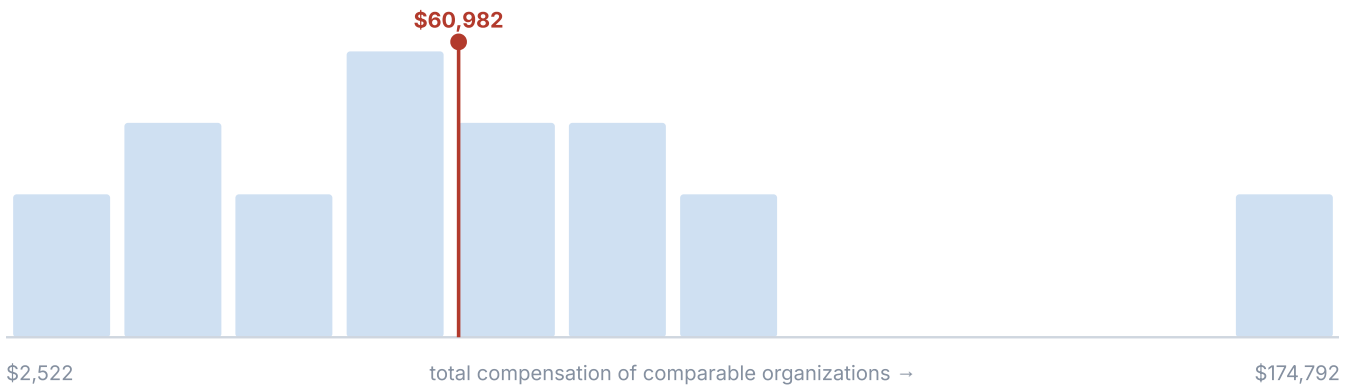
Benchmarked executive: Sarah Urbanek — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P01).
BUDGET	Total revenue between \$146,012 and \$326,893 — 0.67x to 1.50x the subject's \$217,929 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P01), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,287	\$35,224	\$55,469	\$76,597	\$96,883	\$60,982
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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 WY 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
Farmily	NV	\$215,106	Executive Director	\$61,006	\$55,469	2024
Rockland Community Services Inc	NY	\$211,235	Executive Director	\$2,989	\$2,522	2023
Women In Technology Of Northwest Arkansas	AR	\$226,659	President & Founder	\$43,500	\$44,352	2024
Our Voice Nuestra Voz	LA	\$197,087	Executive Director	\$175,000	\$174,792	2024
The Clock Inc	IL	\$194,146	Executive Di	\$60,231	\$53,712	2024
The Truth Project Inc	TX	\$243,200	Founder And Ceo	\$69,151	\$62,744	2024
The Family Action Of Tennessee Inc	TN	\$177,541	President/secretary	\$82,368	\$78,535	2024
Inclusion Zone	DC	\$177,412	Executive Director	\$92,494	\$73,623	2024
Pregnancy Center Solutions	TX	\$176,261	Ceo	\$23,750	\$21,550	2024
Mississippians Against Human Trafficking	MS	\$267,157	Executive Director	\$50,000	\$52,005	2023
Organizacion Latina Trans In Texas	TX	\$269,622	Executive Director	\$103,712	\$96,883	2023
Youmominc	FL	\$273,158	President	\$16,061	\$13,686	2024
Prism United	AL	\$152,086	Executive Director	\$48,335	\$47,365	2024
Triumphant Hands Inc	NY	\$287,036	Executive Director	\$91,508	\$75,005	2024
The Groundswell Group Inc	NY	\$287,248	Chief Execut	\$93,450	\$76,597	2024
The Health & Housing Consortiuminc	NY	\$294,677	Executive Director	\$111,762	\$94,312	2023
Families In Action For Justice	CA	\$300,000	Ceo	\$28,210	\$22,748	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tri-lakes Center For Independent	NY	\$307,890	Executive Di	\$42,974	\$35,224	2024
Mapp Inc	CT	\$309,595	President	\$77,090	\$67,500	2023
Travel Unity Inc	NY	\$310,772	Executive Director	\$211,104	\$173,032	2024
Chicago Refugee Coalition	IL	\$320,192	Executive Dir.	\$22,750	\$20,287	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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	21 organizations. Compensation range \$2,522–\$174,792; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$217,929); for reference, expenses \$193,345 and assets \$682,211.
ROLE MATCH	Sarah Urbanek, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	52nd

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	43 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 (Sarah Urbanek) 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 21 similarly situated organizations (Same NTEE sector (P01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,982 is reasonable (approximately the 52nd 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.