

Spencer County Casa Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Katherine Thompson, Executive Director / CEO** (\$42,541) 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 **27th** percentile of comparable organizations within the typical range

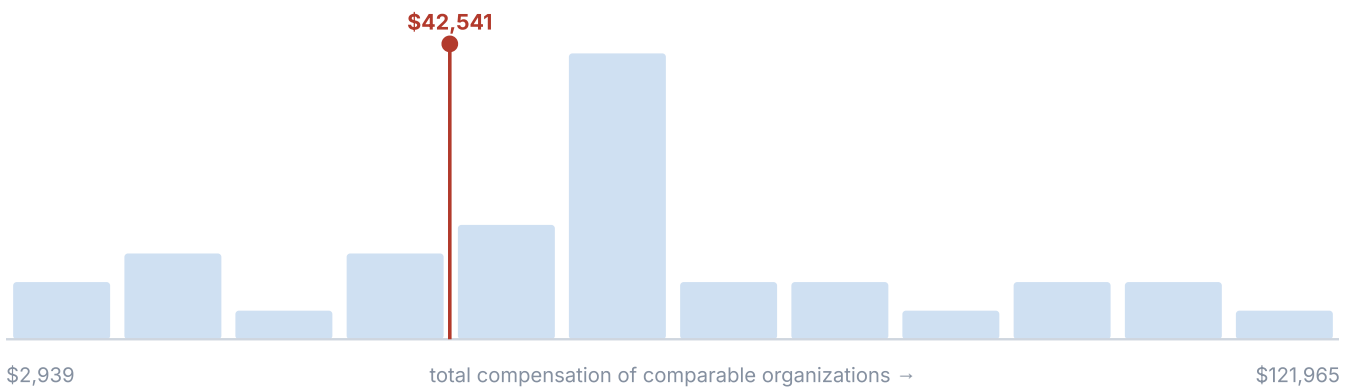
Benchmarked executive: Katherine Thompson — reported title “FORMER EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R20).
BUDGET	Total revenue between \$107,526 and \$240,732 — 0.67x to 1.50x the subject's \$160,488 (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



\$18,912	\$41,079	\$56,164	\$68,195	\$98,299	\$42,541
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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 IN 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
Court Appointed Juvenile Advocacy	AL	\$160,358	Executive Director	\$54,006	\$55,326	2024
Return America Inc	NC	\$158,925	President	\$3,000	\$2,939	2024
Casa For Clermont Kids	OH	\$158,535	Executive Director	\$70,999	\$73,415	2023
Casa Mobile Inc	AL	\$162,700	Program Director	\$36,000	\$37,969	2023
Mothers Against Police Brutality	TX	\$165,252	Executive Director	\$110,000	\$104,342	2024
Central Kansas Court Appointed Special Advocates	KS	\$151,702	Executive Director	\$46,083	\$47,209	2024
Abate Of Michigan Inc	MI	\$149,866	President	\$3,600	\$3,627	2023
Oregon Sex Workers Committee	OR	\$171,731	Co-president	\$53,585	\$47,188	2024
A Childs Place Casa Ltd	WV	\$180,906	Executive Director	\$48,951	\$51,744	2023
Sumner County Casa Inc	TN	\$181,537	Director	\$55,544	\$53,937	2025
Northwest Ohio Casa	OH	\$183,897	Program Dire	\$44,769	\$46,292	2023
Children's Rights Council Inc	MD	\$136,124	Director	\$77,320	\$66,780	2025
Cultural Diversity Resources	ND	\$192,794	Executive Director	\$17,940	\$18,669	2024
Tri-county Casa Inc	KS	\$197,381	Executive Di	\$56,862	\$58,252	2024
Casa Of White County Inc	AR	\$197,645	Executive Director	\$39,559	\$41,079	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Erie County Court Appointed Special	OH	\$205,077	Executive Di	\$82,506	\$82,866	2024
Trunorth Foundation	CO	\$115,536	President & Ceo	\$75,000	\$68,195	2024
Sankofa Impact	WA	\$113,817	Executive Director	\$123,013	\$107,521	2023
Responsible Sourcing Network	CA	\$207,224	Ceo	\$121,477	\$99,469	2024
Center For The Healing Of Racism	TX	\$112,124	Executive Director	\$75,000	\$73,243	2023
Casa Of East Central Illinois	IL	\$209,015	Executive Director	\$58,517	\$56,164	2023
American Liberties Institute Inc	FL	\$211,598	President	\$127,748	\$121,965	2022
Cofa Alliance National Network	OR	\$213,286	Board Member	\$15,544	\$14,092	2023
The Diverse Future Foundation Inc	NY	\$215,800	Director	\$40,000	\$35,287	2023
Eddy County Casa Auxiliary	NM	\$218,495	Executive Di	\$56,333	\$57,455	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **33** organizations. Compensation range \$2,939–\$121,965; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$160,488); for reference, expenses \$158,158 and assets \$251,019.

ROLE MATCH Katherine Thompson, reported title "*FORMER 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	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	27 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 (Katherine Thompson) 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 \$42,541 is reasonable (approximately the 27th 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.