

Second Judicial District Casa Program Inc

Executive Director / CEO

EIN 820474282
 ID · NTEE R200
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Zenita Delva, Executive Director / CEO** (\$118,478) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

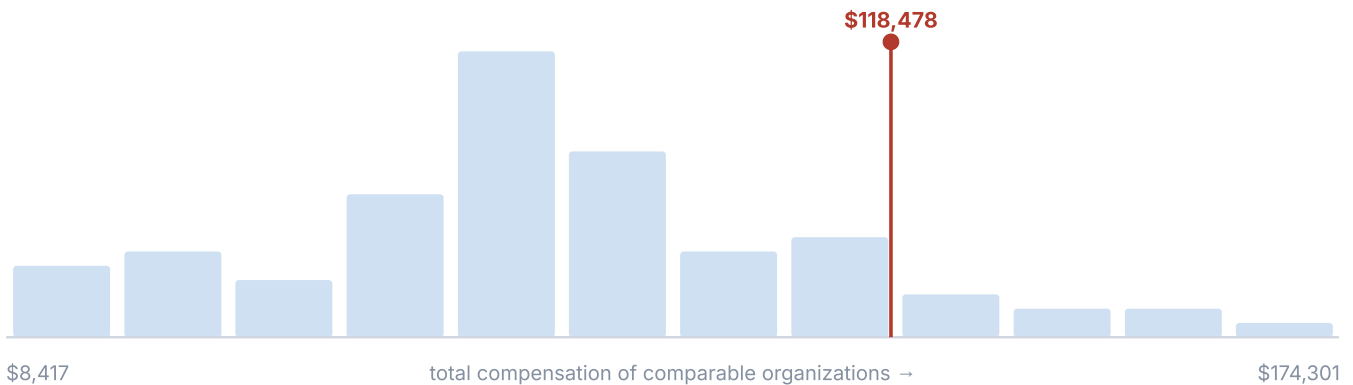
Benchmarked executive: Zenita Delva — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R200).
BUDGET	Total revenue between \$312,340 and \$699,270 — 0.67x to 1.50x the subject's \$466,180 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,177	\$56,606	\$74,189	\$91,945	\$117,574	\$118,478
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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 ID 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
Mississippi Immigrant Rights Allian	MS	\$466,875	Excutive Director	\$50,000	\$55,321	2023
Garland County Casa Program	AR	\$457,086	Executive Director	\$60,583	\$64,015	2025
Native Peoples Action Inc	AK	\$456,507	Executive Dir.	\$24,440	\$23,212	2023
National Mobilization Against	NY	\$456,309	Executive Director	\$45,336	\$40,697	2023
Women Are Sacred Movement Inc	CA	\$450,008	Executive Di	\$85,000	\$72,914	2023
Advocates For Immigration Rights & Reconciliation Inc	KS	\$438,658	Executive Director Ex Oficio Non Voting	\$73,370	\$76,483	2024
Gateway Equity Institute	MO	\$438,221	Executive Director	\$62,278	\$63,647	2024
Tectonic Justice Inc	CA	\$437,967	President	\$90,000	\$74,988	2024
Casa Of The Continental Divide	CO	\$499,289	Co-ex Direct	\$78,188	\$72,342	2024
Never Lost Inc	GA	\$431,616	Executive Dir.	\$69,639	\$67,564	2024
Project On Fair Representation Inc	TX	\$429,800	Executive Director	\$150,000	\$149,058	2023
Casa Of Ohio Valley Inc	KY	\$429,085	Executive Director	\$64,572	\$68,917	2023
Casa Of The Permian Basin Inc	TX	\$426,647	Executive Director	\$64,181	\$61,948	2024
Wyoming Civic Engagement Network	WY	\$507,735	Exec Dir (Fo	\$54,933	\$56,759	2024
Asian American Women's Political Initiative Inc	MA	\$424,597	Secretary	\$57,000	\$49,424	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northern Hills Area Casa Program	SD	\$420,049	Executive Dir.	\$69,667	\$74,189	2024
Louisiana Casa Association	LA	\$515,022	Executive Di	\$24,245	\$25,760	2024
African Peoples Education And Defen	FL	\$516,114	President	\$14,300	\$12,962	2024
Latino Coalition For Israel	FL	\$517,696	President	\$96,000	\$87,020	2024
West Virginia Pregnancy Center Coalition Inc	WV	\$408,099	Executive Director	\$7,826	\$8,417	2023
Organized Communities Against	IL	\$527,339	Strategic Coord	\$65,591	\$62,220	2024
Philly Black Worker Project	PA	\$401,397	Executive Director	\$84,150	\$80,972	2024
Friends Of Childrens' Justice Center	HI	\$531,229	Executive Director	\$100,402	\$89,298	2023
Casa Of Douglas County Inc	OR	\$400,011	Executive Director	\$83,037	\$74,407	2024
Beyond These Walls	OR	\$399,184	Executive Director	\$74,375	\$66,645	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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 79 organizations. Compensation range \$8,417–\$174,301; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$466,180); for reference, expenses \$410,770 and assets \$221,965.

ROLE MATCH	Zenita Delva, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	4 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	90 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	94 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 (Zenita Delva) 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 10, 2026, comparing compensation against 79 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$118,478 is reasonable (approximately the 90th 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 10, 2026.