

Casa Of Houston County Inc

Executive Director / CEO

EIN 820553204

GA · NTEE I72

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Velicia Lowe, Executive Director / CEO** (\$79,590) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

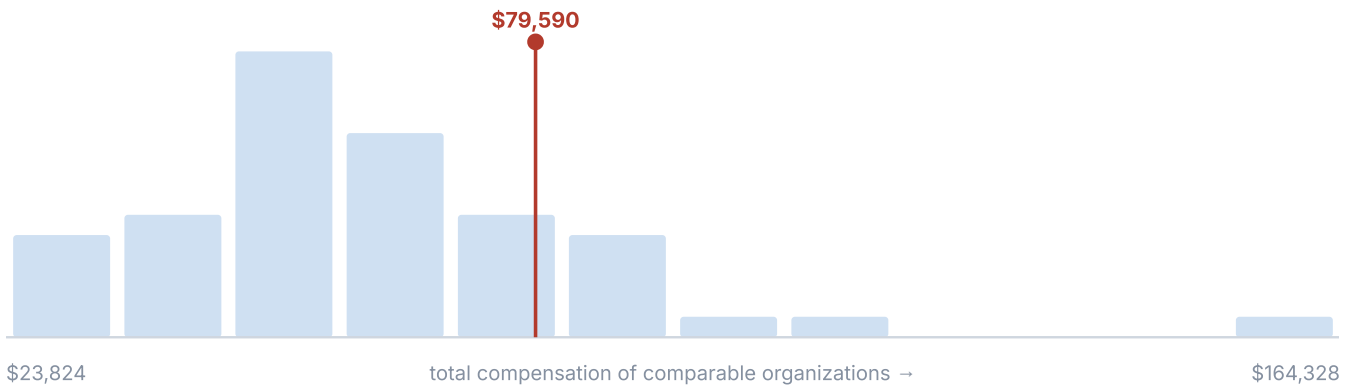
Benchmarked executive: Velicia Lowe — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I72).
BUDGET	Total revenue between \$146,582 and \$328,170 — 0.67x to 1.50x the subject's \$218,780 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I72), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$35,527	\$47,980	\$56,942	\$72,215	\$85,633	\$79,590
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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 GA 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
Bennington County Association Against	VT	\$221,558	Executive Dir.	\$59,660	\$56,513	2025
Childrens Advocacy Center Of Guernsey County	OH	\$222,174	Director	\$50,130	\$52,806	2023
Heartland Casa	NE	\$222,415	Executive Di	\$47,000	\$47,574	2025
Connecticut Center For Nonviolence	CT	\$223,380	Executive Dir.	\$69,998	\$65,273	2023
Casa Of Hill County Texas	TX	\$225,648	Exec Dir 6.2	\$36,300	\$36,113	2023
Bold Solutions	WA	\$210,452	Director	\$41,387	\$38,363	2022
Friends Of Western Pa Cares For Kids Inc	PA	\$207,155	Executive Director	\$48,377	\$47,980	2023
Front Range Casa Gal Inc	MT	\$230,891	Executive Director	\$69,351	\$72,215	2024
Lasalle County Childrens Advocacy Center	IL	\$206,603	Director	\$57,100	\$55,830	2023
Casa Of The 5th Judicial District	WY	\$206,544	Executive Director	\$71,809	\$72,366	2025
Warren Washington Care Center	NY	\$232,516	Executive Dir.	\$57,081	\$49,827	2024
The Vermont Children's Alliance	VT	\$232,894	Executive Director	\$65,944	\$64,118	2024
Tulare County Child Protection	CA	\$202,938	Executive Dir.	\$82,710	\$71,031	2023
Patchworks House Inc	OH	\$236,972	Executive Di	\$50,000	\$51,158	2024
Iowa Chapter Of Children's Advocacy Centers	IA	\$197,506	Executive Director	\$31,250	\$32,202	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sarah's Friends Inc	OH	\$241,243	Executive Di	\$51,010	\$53,733	2023
Kymari House Inc	TN	\$192,591	Exec Director	\$45,000	\$45,694	2024
Family & Children's Council	IA	\$247,648	Executive Director	\$78,000	\$84,939	2023
First Judicial District Casa-gal Program	MT	\$248,664	Executive Director	\$54,683	\$56,942	2024
Hero House The Childrens Advocacy	GA	\$248,817	Executive Direc	\$65,030	\$63,164	2024
Pulaski County Friends Of Casa Inc	AR	\$185,175	Executive Dir.	\$61,407	\$66,678	2024
Southeast Nebraska Casa	NE	\$185,002	Executive Director	\$50,000	\$53,485	2023
Safe Harbor A Children's Justice Center	WY	\$256,887	Executive Director	\$48,591	\$50,264	2024
Family Nurturing Center Of Florida	FL	\$259,042	Executive Di	\$87,307	\$81,571	2023
Oregon Abuse Advocates And	OR	\$178,496	Co-director	\$66,000	\$59,208	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	49 organizations. Compensation range \$23,824–\$164,328; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$218,780); for reference, expenses \$228,745 and assets \$-5,477.
ROLE MATCH	Velicia Lowe, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	82 nd
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	80 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 (Velicia Lowe) 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 49 similarly situated organizations (Same NTEE sector (I72), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,590 is reasonable (approximately the 82nd 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.