

Cair National Legal Defense Fund Inc

Executive Director / CEO

EIN 820922964

DC · NTEE R20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lena Masri, Executive Director / CEO** (\$25,927) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

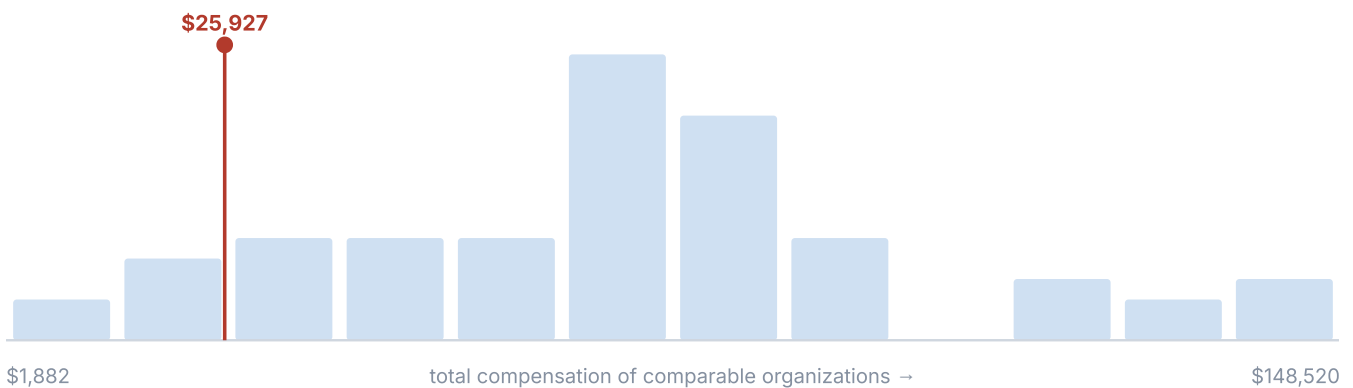
Benchmarked executive: Lena Masri — reported title "DIRECTOR/SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R20).
BUDGET	Total revenue between \$167,433 and \$374,851 — 0.67x to 1.50x the subject's \$249,901 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

59 organizations qualified on sector, size, and geography → **59** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,092	\$46,308	\$70,979	\$85,554	\$113,913	\$25,927
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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 DC 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
Carroll County Casa Inc	GA	\$247,723	Executive Dir.	\$63,840	\$71,263	2025
Central Georgia Casa Inc	GA	\$253,174	Executive Di	\$70,000	\$78,140	2025
Muslim American Leadership Alliance	IL	\$246,473	Chairperson	\$75,617	\$84,716	2024
Sampson County Child Advocacy	NC	\$246,315	Executive Di	\$52,670	\$62,017	2024
Casa Of Southwest Georgia Inc	GA	\$254,994	Executive Di	\$54,288	\$64,042	2023
Muslim Justice League	MA	\$256,525	Executive Director	\$87,374	\$87,167	2025
Casa Partners 4nmkids Inc	NM	\$256,941	Executive Director	\$45,000	\$55,155	2024
Casa Of Southern Illinois Inc	IL	\$240,246	Executive Dir.	\$67,056	\$73,188	2025
Loud And Proud	MI	\$238,733	Executive Director	\$20,313	\$23,893	2024
Strategic Advocacy For Human Rights Inc	CA	\$261,338	Co-executive Director	\$33,723	\$34,164	2023
Court Appointed Special Advocate Of	CA	\$264,947	Former Executive Director	\$76,923	\$75,693	2024
Moveon Education Fund	OR	\$265,211	Executive Director	\$7,769	\$8,222	2024
Rappahannock Casa Inc	VA	\$233,323	Executive Director	\$62,658	\$70,979	2023
Casa - 15th Judicial Circuit	IL	\$266,550	Executive Director	\$71,250	\$79,823	2024
Fw Black Collective	WA	\$232,327	Executive Director	\$70,758	\$72,191	2024
Massachusetts Casa Association	MA	\$231,759	Executive Director	\$106,716	\$112,508	2023
The Buffalo Trace Casa Program Inc	KY	\$268,498	Executive Dir.	\$72,431	\$86,392	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
People Engaged In Active Community Efforts Inc	FL	\$230,087	Lead Organizer	\$60,000	\$66,129	2023
Palm Beach Fellowship Of Christians And	FL	\$270,435	Executive Director	\$78,350	\$83,876	2024
Casa Of North Arkansas	AR	\$221,089	Executive Director	\$25,831	\$32,234	2025
Casa Of Midwest Kentucky Inc	KY	\$220,428	Executive Di	\$59,788	\$71,312	2025
Eddy County Casa Auxiliary	NM	\$218,495	Executive Di	\$56,333	\$69,045	2024
The Diverse Future Foundation Inc	NY	\$215,800	Director	\$40,000	\$42,406	2023
Before Racism	MN	\$284,539	Vice President & Secretary	\$30,795	\$35,700	2023
National Organization For The Reform Of	DC	\$285,744	Board Member	\$23,500	\$23,500	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	59 organizations. Compensation range \$1,882–\$148,520; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$249,901); for reference, expenses \$203,133 and assets \$86,780.
ROLE MATCH	Lena Masri, reported title " <i>DIRECTOR/SECRETARY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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 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	10 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	100 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 (Lena Masri) 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 59 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,927 is reasonable (approximately the 10th 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.