

Orange County Long Term Recove

Executive Director / CEO

This analysis benchmarks the total compensation of **Lisa Cassin, Executive Director / CEO** (\$42,292) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

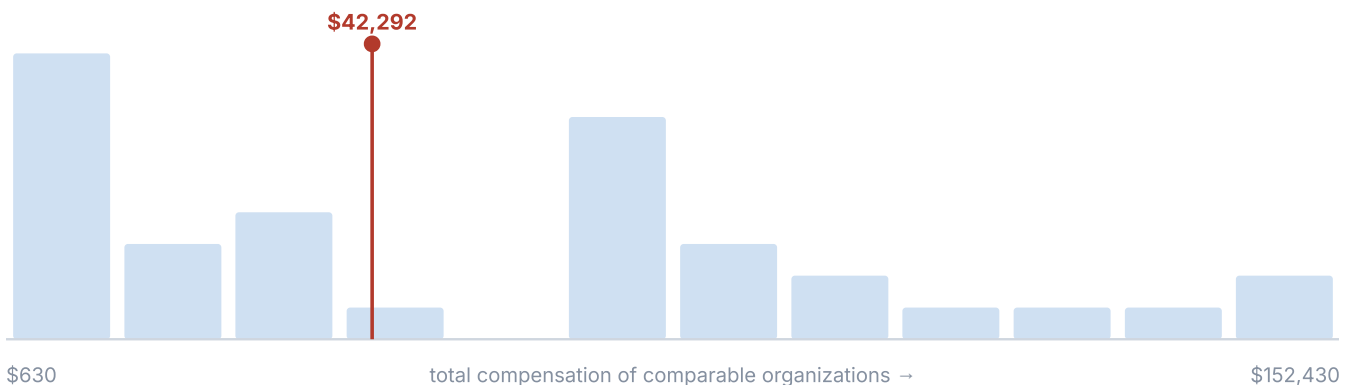
Benchmarked executive: Lisa Cassin — reported title “EXEC DIR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M20).
BUDGET	Total revenue between \$137,359 and \$307,521 — 0.67x to 1.50x the subject's \$205,014 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M20), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,633	\$13,471	\$55,945	\$77,991	\$111,875	\$42,292
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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 FL 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
Helene Rebuild Collaborative	NC	\$210,920	Executive Director	\$5,198	\$5,553	2024
Coastal Bend Disaster Recovery Group	TX	\$214,648	Ex Director	\$71,194	\$75,808	2023
Family Assistance Education & Research F	WA	\$214,674	Executive Director	\$84,000	\$77,758	2024
Apostleship Of The Sea Of The Usa	TX	\$195,291	Secretary General	\$72,872	\$75,369	2024
Robbinsdale Fire Relief Association	MN	\$222,352	President	\$1,900	\$1,941	2024
Communities United Inc	FL	\$224,071	Executive Director	\$48,000	\$48,000	2023
New York State United Teachers Disaster Relief & Scholarship Fund	NY	\$225,980	Secretary	\$136,101	\$127,159	2024
Cb Avalanche Center Inc	CO	\$227,426	Executive Director	\$29,812	\$29,557	2024
Rebuild Paradise Foundation	CA	\$230,879	Executive Director	\$75,500	\$67,407	2024
Hope Desoto Long Term Recovery	FL	\$230,888	Executive Di	\$68,409	\$66,446	2024
Community Organizations Active	FL	\$233,766	Ceo	\$108,455	\$102,628	2025
Carlton Complex Long Term Recovery Group	WA	\$175,703	Executive Director	\$84,335	\$78,068	2024
New Jersey Association For Floodplain Management	NJ	\$234,675	Exec Director	\$12,466	\$11,508	2024
Ua Charitable Fund Trust	MD	\$174,618	Trustee	\$154,691	\$149,531	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bowmanstown Volunteer Fire Company	PA	\$170,750	Treasurer	\$7,800	\$8,042	2024
The Elevated Studio Inc	NY	\$161,388	Executive Director/president	\$35,600	\$34,243	2023
Bac Disaster Relief Fund Inc	DC	\$248,957	President	\$163,181	\$152,430	2023
911 Environmental Action Inc	NY	\$249,408	President	\$73,000	\$70,218	2023
Us Hart Cares A Nj Nonprofit Corporation	NJ	\$250,220	Ceo	\$35,500	\$32,772	2024
Florida National Guard Foundation Inc	FL	\$154,888	Executive Dir.	\$31,200	\$30,305	2024
Capracare Inc	NY	\$154,101	President & Ceo	\$10,097	\$9,712	2023
Compound Of Compassion	CO	\$256,405	President	\$15,050	\$15,362	2023
Israel Rescue Coalition Inc	NY	\$260,000	Vice President	\$13,743	\$12,840	2024
Jefferson County Long Term Recovery	TX	\$261,535	Disaster Recovery Director	\$72,000	\$74,467	2024
Where To Turn Inc	NY	\$262,611	Exec. Direct	\$99,000	\$95,228	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 34 organizations. Compensation range \$630–\$152,430; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$205,014); for reference, expenses \$107,029 and assets \$112,687. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Lisa Cassin, reported title "EXEC DIR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	47 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	44 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 (Lisa Cassin) 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 34 similarly situated organizations (Same NTEE sector (M20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,292 is reasonable (approximately the 47th 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.