

Eddy County Casa Auxiliary

Executive Director / CEO

EIN 850380668

NM · NTEE R200

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Victoria Burkham, Executive Director / CEO** (\$56,333) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

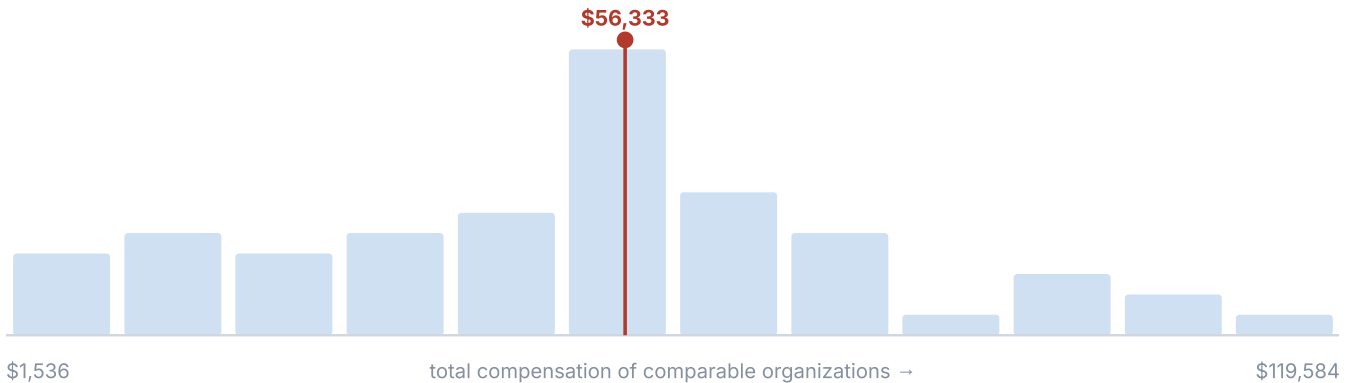
Benchmarked executive: Victoria Burkham — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

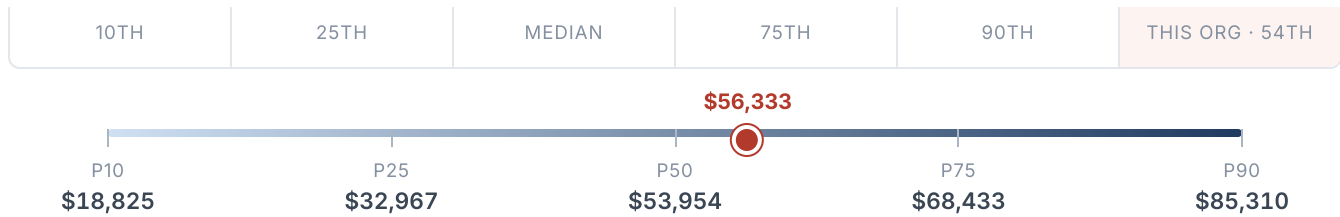
SECTOR	Organizations sharing the subject's NTEE classification (R200).
BUDGET	Total revenue between \$146,391 and \$327,742 — 0.67x to 1.50x the subject's \$218,495 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,825	\$32,967	\$53,954	\$68,433	\$85,310	\$56,333
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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 NM 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
Casa Of Midwest Kentucky Inc	KY	\$220,428	Executive Di	\$59,788	\$58,183	2025
Casa Of North Arkansas	AR	\$221,089	Executive Director	\$25,831	\$26,300	2025
The Diverse Future Foundation Inc	NY	\$215,800	Director	\$40,000	\$34,598	2023
Cofa Alliance National Network	OR	\$213,286	Board Member	\$15,544	\$13,817	2023
American Liberties Institute Inc	FL	\$211,598	President	\$127,748	\$119,584	2022
Casa Of East Central Illinois	IL	\$209,015	Executive Director	\$58,517	\$55,067	2023
Responsible Sourcing Network	CA	\$207,224	Ceo	\$121,477	\$97,527	2024
People Engaged In Active Community Efforts Inc	FL	\$230,087	Lead Organizer	\$60,000	\$53,954	2023
Massachusetts Casa Association	MA	\$231,759	Executive Director	\$106,716	\$91,794	2023
Erie County Court Appointed Special	OH	\$205,077	Executive Di	\$82,506	\$81,248	2024
Fw Black Collective	WA	\$232,327	Executive Director	\$70,758	\$58,900	2024
Rappahannock Casa Inc	VA	\$233,323	Executive Director	\$62,658	\$57,911	2023
Loud And Proud	MI	\$238,733	Executive Director	\$20,313	\$19,494	2024
Casa Of White County Inc	AR	\$197,645	Executive Director	\$39,559	\$40,277	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tri-county Casa Inc	KS	\$197,381	Executive Di	\$56,862	\$57,115	2024
Casa Of Southern Illinois Inc	IL	\$240,246	Executive Dir.	\$67,056	\$59,713	2025
Cultural Diversity Resources	ND	\$192,794	Executive Director	\$17,940	\$18,304	2024
Sampson County Child Advocacy	NC	\$246,315	Executive Di	\$52,670	\$50,599	2024
Muslim American Leadership Alliance	IL	\$246,473	Chairperson	\$75,617	\$69,118	2024
Carroll County Casa Inc	GA	\$247,723	Executive Dir.	\$63,840	\$58,142	2025
Cair National Legal Defense Fund Inc	DC	\$249,901	Director/secretary	\$25,927	\$21,153	2024
Northwest Ohio Casa	OH	\$183,897	Program Dire	\$44,769	\$45,388	2023
Central Georgia Casa Inc	GA	\$253,174	Executive Di	\$70,000	\$63,753	2025
Casa Of Southwest Georgia Inc	GA	\$254,994	Executive Di	\$54,288	\$52,251	2023
Sumner County Casa Inc	TN	\$181,537	Director	\$55,544	\$52,884	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 57 organizations. Compensation range \$1,536–\$119,584; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$218,495); for reference, expenses \$242,011 and assets \$877,043.

ROLE MATCH Victoria Burkham, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 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	54 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	51 st

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 (Victoria Burkham) 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 57 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,333 is reasonable (approximately the 54th 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.