

Colorado Asian Pacific United

Executive Director / CEO

EIN 872992533

CO · NTEE R20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joie Ha, Executive Director / CEO** (\$36,978) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

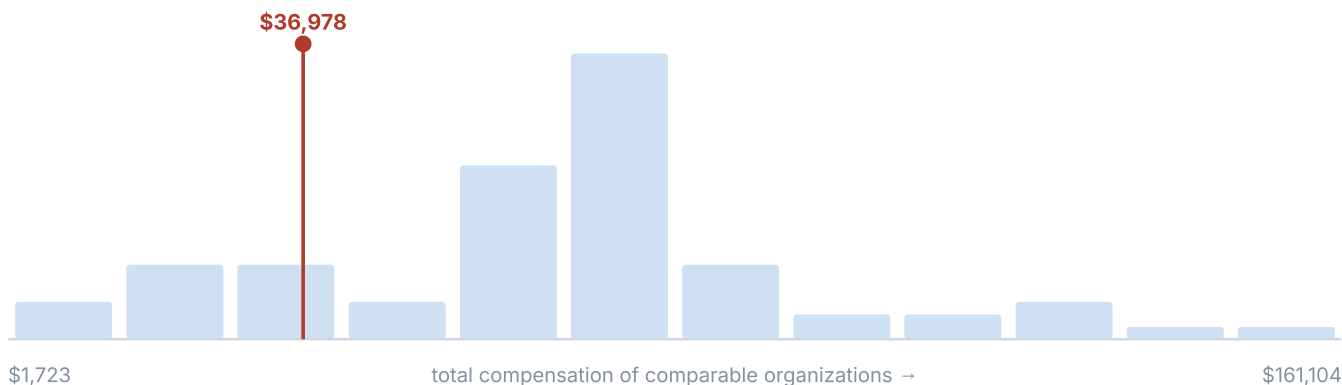
Benchmarked executive: Joie Ha — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R20).
BUDGET	Total revenue between \$217,074 and \$485,988 — 0.67x to 1.50x the subject's \$323,992 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,952	\$54,253	\$69,860	\$80,361	\$104,195	\$36,978
----------	----------	----------	----------	-----------	-----------------



● 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 CO 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
Rockdale Casa Inc	GA	\$320,892	Director	\$57,000	\$58,230	2025
California Housing Defense Fund	CA	\$331,041	Exec Dir.	\$134,412	\$124,618	2023
Casa Of The Wilderness Trail Inc	KY	\$334,436	Executive Di	\$78,854	\$88,351	2024
Project 68 Inc	FL	\$312,500	Executive Dir.	\$37,650	\$36,886	2024
Court Appointed Special Advocate	MD	\$307,143	Executive Direc	\$73,410	\$73,689	2023
Movement For Justice In El Barrio Inc	NY	\$304,856	Executive Director	\$128,087	\$120,707	2024
Redwood Justice Fund	CA	\$343,496	President & Ed	\$140,550	\$126,570	2024
Pennsylvania Firearms Association	PA	\$304,421	Executive Director	\$74,000	\$76,960	2024
Piedmont Casa Inc	GA	\$345,323	Exec Director	\$55,750	\$58,460	2024
Metrowest Worker Center Inccasa Do	MA	\$302,640	Executive Director	\$35,000	\$31,955	2025
Peace Boat Us Inc	NY	\$345,491	Executive Director	\$42,000	\$39,580	2024
Central Missouri Stop Human Trafficking Coalition	MO	\$345,862	Board President	\$62,111	\$70,633	2023
Father S Group	OR	\$294,383	Ed	\$83,078	\$80,459	2024
Gideons Army Grassroots Army	TN	\$293,442	Executive Dir.	\$96,000	\$102,524	2025
Humanity In Action Inc	NY	\$354,939	Interim Ceo	\$144,231	\$135,920	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Women's Resource Center Of Steele	MN	\$355,919	Ex. Director	\$70,547	\$72,698	2024
Jefferson Childrens Advocacy Center	LA	\$291,233	Executive Director	\$1,500	\$1,723	2024
Carolina For All Education Fou	SC	\$289,237	Director	\$59,970	\$67,173	2023
Colonial Court Appointed Special	VA	\$288,982	Executive Di	\$79,495	\$80,048	2024
National Organization For The Reform Of	DC	\$285,744	Board Member	\$23,500	\$21,506	2024
Legal Initiatives For Vietnam	CA	\$362,482	President/co-director	\$30,000	\$27,814	2023
Before Racism	MN	\$284,539	Vice President & Secretary	\$30,795	\$32,672	2023
Children's Advocacy Center Of The Big Bend Inc	TX	\$365,005	Ceo	\$84,636	\$88,293	2024
Palm Beach Fellowship Of Christians And	FL	\$270,435	Executive Director	\$78,350	\$76,760	2024
The Buffalo Trace Casa Program Inc	KY	\$268,498	Executive Dir.	\$72,431	\$79,063	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **70** organizations. Compensation range \$1,723–\$161,104; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$323,992); for reference, expenses \$156,489 and assets \$474,164. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joie Ha, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	20 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	16 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 (Joie Ha) 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 70 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,978 is reasonable (approximately the 20th 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.