

# Casa Del Valle Inc

Executive Director / CEO

EIN 932885349

CO · NTEE P30

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Brett C Phillips, Executive Director / CEO** (\$7,500) against **every comparable organization** that fit the selection criteria — **126** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

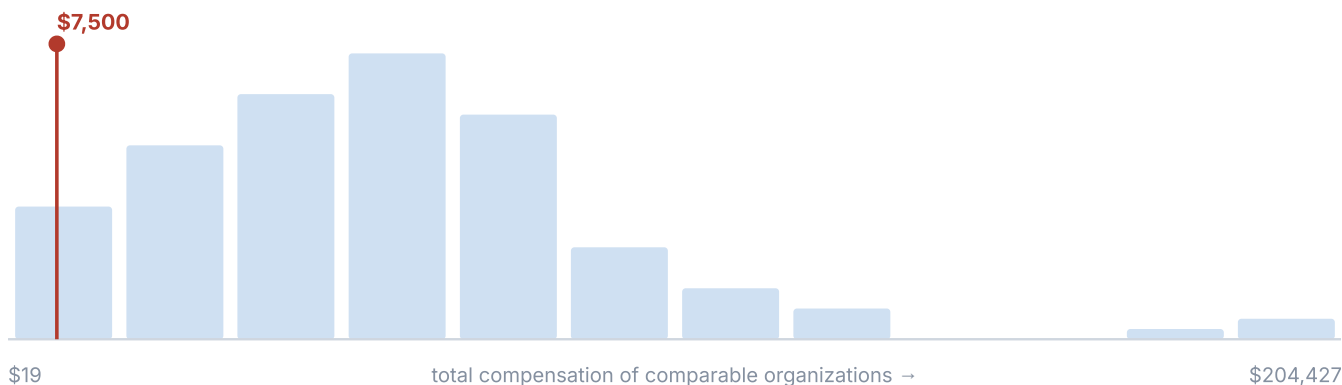
**Benchmarked executive:** Brett C Phillips — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$137,171 and \$307,101 — 0.67x to 1.50x the subject's \$204,734 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

**126** organizations qualified on sector, size, and geography → **126** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,271	\$34,224	\$56,272	\$76,347	\$91,429	<b>\$7,500</b>
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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 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
<a href="#">Riverways Pregnancy Resource Center</a>	MO	\$204,953	Executive Director	\$44,615	<b>\$50,584</b>	2024
<a href="#">Mask Mothers Awareness On School Age Kids</a>	AZ	\$205,709	President	\$85,723	<b>\$88,252</b>	2024
<a href="#">88 Bikes</a>	WA	\$203,613	Exec Directo	\$16,239	<b>\$15,162</b>	2025
<a href="#">Brave Heart - Children In Need Inc</a>	LA	\$202,660	Exec Director	\$24,000	<b>\$28,290</b>	2024
<a href="#">Gates Of Freedom</a>	WA	\$202,481	Secretary	\$10,000	<b>\$9,867</b>	2023
<a href="#">Grahamtastic Connection</a>	ME	\$201,115	Executive Director	\$57,723	<b>\$63,701</b>	2023
<a href="#">St Clair County Sav-a-life Inc</a>	AL	\$208,801	Executive Director	\$35,541	<b>\$41,102</b>	2024
<a href="#">St James Lutheran Child Care Minist</a>	IN	\$200,528	Treasurer	\$5,703	<b>\$6,628</b>	2023
<a href="#">Harvest Family Life Ministries Hawaii</a>	HI	\$210,176	Executive Director	\$37,800	<b>\$36,228</b>	2024
<a href="#">Children's Healing</a>	OR	\$211,421	Executive Director (Thru Feb. '24)	\$13,274	<b>\$13,196</b>	2024
<a href="#">Turner 12</a>	TX	\$197,803	Executive Dir.	\$91,000	<b>\$100,322</b>	2023
<a href="#">Systems Of Care Initiative Inc</a>	KS	\$212,215	Executive Director	\$65,000	<b>\$75,171</b>	2024
<a href="#">Casa Of Mckean County</a>	PA	\$196,709	Executive Director	\$54,384	<b>\$58,056</b>	2024
<a href="#">Above The Clouds Inc</a>	MA	\$196,306	Incoming Exec. Director	\$78,678	<b>\$77,920</b>	2023
<a href="#">Reset Mentoring</a>	TX	\$213,227	President	\$60,600	<b>\$64,891</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Court Appointed Special Advocates Of</a>	AL	\$213,545	Executive Director	\$55,029	<b>\$63,640</b>	2024
<a href="#">Highland Haven</a>	OR	\$213,720	President	\$750	<b>\$746</b>	2024
<a href="#">Lil Iguanas Child Safety Found</a>	NH	\$213,976	Exec Director	\$41,600	<b>\$41,119</b>	2024
<a href="#">House Of Healing Inc</a>	OK	\$214,185	Chief Executive Officer	\$54,056	<b>\$63,718</b>	2024
<a href="#">Hicks-wright Corporation Aurora</a>	IL	\$214,705	Hicks	\$57,450	<b>\$60,461</b>	2024
<a href="#">Shelby County Casagal Program Inc</a>	OH	\$194,565	Director	\$56,297	<b>\$63,830</b>	2024
<a href="#">Minnesota Special Hockey Assoc</a>	MN	\$194,134	Program Coor	\$10,000	<b>\$10,578</b>	2024
<a href="#">Memories For Kids</a>	NE	\$193,666	Executive Director	\$33,400	<b>\$38,456</b>	2024
<a href="#">Safe Talk For Teens</a>	NV	\$216,440	President/director	\$84,050	<b>\$90,187</b>	2024
<a href="#">House Of Hope Ministry Inc</a>	MI	\$191,833	Co-executive Director	\$33,114	<b>\$36,588</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2025 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 126 organizations. Compensation range \$19–\$204,427; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$204,734); for reference, expenses \$104,733 and assets \$122,340. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Brett C Phillips, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this 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	3 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	4 <sup>th</sup>

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 (Brett C Phillips) 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 126 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,500 is reasonable (approximately the 4<sup>th</sup> 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.