

Down Syndrome Information Alliance

Executive Director / CEO

EIN 201702399
 CA · NTEE P80
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Heather Scott, Executive Director / CEO** (\$2,996) against **every comparable organization** that fit the selection criteria — **114** 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: Heather Scott — reported title “KEY EMPLOYEE”, 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 (P80).
- BUDGET** Total revenue between \$24,946 and \$55,849 — 0.67x to 1.50x the subject's \$37,233 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,086	\$12,227	\$26,905	\$53,167	\$89,746	\$2,996
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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 CA 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
Vern Jolly Corporation	NM	\$37,161	Executive Director	\$27,258	\$32,978	2024
Polestar Gardens Inc	CO	\$37,140	President	\$39,000	\$42,065	2024
Road To Recovery Inc	NJ	\$37,416	President	\$30,957	\$30,289	2025
North Hill Communities Inc	MA	\$37,428	President & Ceo (Until 07/23)	\$112,247	\$113,461	2024
Fort Wayne Rescue Mission	IN	\$37,564	Former Ceo	\$40,226	\$47,717	2024
Ms Court Advocacy And Justice	MS	\$36,881	Executive Director	\$54,683	\$70,530	2023
Friends Of Abilities First	MO	\$37,795	Executive Di	\$35,133	\$41,857	2024
Warriors Weekend	TX	\$38,215	President	\$48,000	\$54,010	2024
Chase Memorial Community Center Inc	NY	\$38,242	Ceo (From 8/1/23)	\$29,359	\$29,842	2024
Prosperity Of Humanity	CA	\$36,000	Ceo	\$2,000	\$2,000	2023
Center For Urban Families Fund Inc	MD	\$38,637	President/founder	\$283,238	\$306,660	2023
Vocal-ny Action Fund Inc	NY	\$38,650	Co-executive Director	\$43,682	\$45,712	2023
Pinecrest Voluntary Home For The	NY	\$35,652	President	\$1,215	\$1,235	2024
Straight From The Streets	NV	\$35,465	Executive Director	\$3,600	\$4,179	2023
Texas Neighborhood Services Education Fo	TX	\$39,022	Executive Director	\$16,845	\$19,514	2023
Athletes Services Network America	TX	\$39,192	Commissioner	\$25,200	\$28,355	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Association Of Police Organizations Relief Fund	VA	\$39,512	Executive Director And General Counsel	\$64,655	\$72,295	2023
Project Ohr - Office For Homecare	NY	\$34,904	Chief Executive Officer	\$55,479	\$58,057	2023
The Jimmy Carroll Foundation	NC	\$39,679	Executive Di	\$65,000	\$77,779	2023
Learning For Success Inc	FL	\$39,790	Board Member	\$1,500	\$1,544	2025
Artemis Endeavor Inc	NY	\$40,002	Executive Director	\$24,980	\$25,390	2024
Altruistry Foundation Inc	FL	\$40,173	Executive Director / Secretary	\$96,000	\$101,444	2024
The Esther Jeanette Shumpert Walker	SC	\$40,413	Ceo/presiden	\$193,204	\$233,420	2023
Center For Justice & Freedom Inc	NY	\$40,462	President	\$291,667	\$296,463	2024
The Roo Crew	SC	\$40,507	Director	\$17,760	\$21,457	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 114 organizations. Compensation range \$385–\$306,660; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$37,233); for reference, expenses \$20,310 and assets \$98,684. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Heather Scott, reported title " <i>KEY EMPLOYEE</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	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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)	10 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	9 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 (Heather Scott) 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 114 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,996 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.