

This analysis benchmarks the total compensation of **Dorothy Reed, Executive Director / CEO** (\$28,810) against **every comparable organization** that fit the selection criteria — **321** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

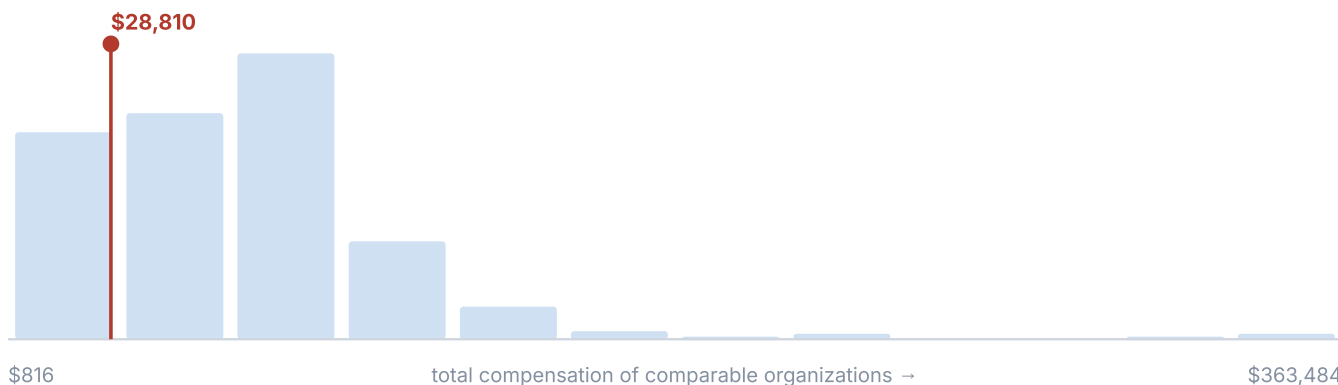
**Benchmarked executive:** Dorothy Reed — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

### How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G32).
BUDGET	Total revenue between \$175,477 and \$392,860 — 0.67x to 1.50x the subject's \$261,907 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**321** organizations qualified on sector, size, and geography → **321** within the band form the benchmarked peer set.

### Distribution of comparable compensation



\$14,727	\$32,646	\$61,690	\$84,262	\$104,451	\$28,810
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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 NJ 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="#">Hope Lives The Lydia Dody Breast</a>	CO	\$261,871	Executive Di	\$71,880	<b>\$74,982</b>	2024
<a href="#">The Color Of Autism Foundation</a>	MI	\$262,020	Chief Executive Officer	\$85,300	<b>\$98,611</b>	2023
<a href="#">Mesquite Cancer Help Society</a>	NV	\$262,030	Executive Administrator	\$12,075	<b>\$13,168</b>	2024
<a href="#">Xlh Network Inc</a>	NY	\$261,780	Executive Director	\$64,080	<b>\$62,994</b>	2024
<a href="#">National Association For Down Syndrome</a>	IL	\$260,977	Excecutive Director	\$80,008	<b>\$85,571</b>	2024
<a href="#">Asociacion Latina De Asistencia Y</a>	IL	\$260,744	Executive Di	\$70,000	<b>\$77,078</b>	2023
<a href="#">5-eleven Hoops</a>	CA	\$260,670	Executive Director	\$25,600	<b>\$24,049</b>	2024
<a href="#">Montana Empowerment Center Inc</a>	MT	\$260,607	Executive Director	\$52,582	<b>\$63,483</b>	2023
<a href="#">Down Syndrome Network Inc</a>	AZ	\$263,264	Executive Director	\$77,200	<b>\$83,156</b>	2023
<a href="#">Reaction Resources Inc</a>	FL	\$259,710	Ceo	\$47,649	<b>\$48,697</b>	2024
<a href="#">Resilient Sisterhood Project Inc</a>	MA	\$259,170	Executive Director	\$124,243	<b>\$121,459</b>	2024
<a href="#">Lifesight</a>	SD	\$259,141	Executive Director	\$98,182	<b>\$117,880</b>	2024
<a href="#">The Tanner Foundation For Neurological</a>	AL	\$264,855	Executive Director	\$62,308	<b>\$73,229</b>	2024
<a href="#">North Carolina Aids Action Network</a>	NC	\$264,894	Executive Dir.	\$120,750	<b>\$135,733</b>	2024
<a href="#">Spectrum Health Care</a>	MO	\$258,493	Executive Director	\$15,396	<b>\$17,740</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">All In For Miller Inc</a>	GA	\$265,432	Treasurer	\$36,000	<b>\$39,379</b>	2024
<a href="#">Illinois Lyme Association</a>	IL	\$258,064	Exec Director	\$67,092	<b>\$71,756</b>	2024
<a href="#">Abilities Workshop Inc</a>	FL	\$257,827	Director	\$40,000	<b>\$40,879</b>	2024
<a href="#">Hope For Children Research Found</a>	NJ	\$266,013	Director	\$92,503	<b>\$89,849</b>	2024
<a href="#">Ourbrainbank Inc</a>	NY	\$257,798	Interm Executive Director	\$88,464	<b>\$89,533</b>	2023
<a href="#">Life's Worc Foundation Inc</a>	NY	\$257,621	Cao/ceo (Eff	\$16,390	<b>\$16,588</b>	2023
<a href="#">The Autism Society Of Hawaii</a>	HI	\$266,429	Executive Director	\$62,251	<b>\$62,423</b>	2023
<a href="#">Heartbeat International Foundation Inc</a>	FL	\$266,644	Executive Director	\$100,000	<b>\$102,199</b>	2024
<a href="#">American Chronic Pain Association</a>	KS	\$256,999	Ceo	\$63,333	<b>\$76,633</b>	2023
<a href="#">Act For Multiple Sclerosis</a>	CA	\$266,890	Executive Di	\$62,400	<b>\$58,618</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 321 organizations. Compensation range \$816–\$363,484; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$261,907); for reference, expenses \$198,441 and assets \$678,964.

**ROLE MATCH** Dorothy Reed, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	26 <sup>th</sup>
All sources (D + E + F), adjusted	20 <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 (Dorothy Reed) 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 321 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,810 is reasonable (approximately the 23<sup>rd</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.