

# Diana Gregory Outreach Services

Executive Director / CEO

EIN 271030793

AZ · NTEE T31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Diana Gregory, Executive Director / CEO** (\$55,142) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

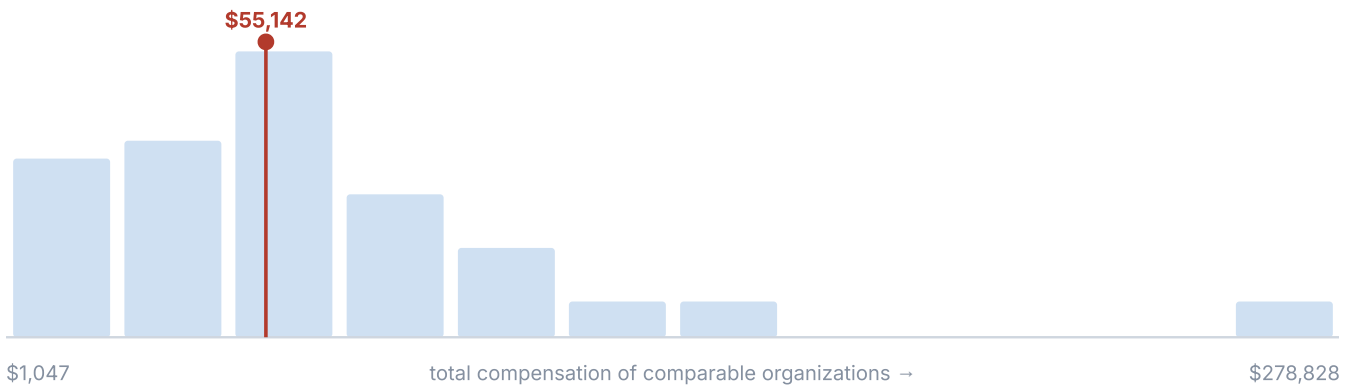
**Benchmarked executive:** Diana Gregory — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T31).
BUDGET	Total revenue between \$286,317 and \$641,010 — 0.67x to 1.50x the subject's \$427,340 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

**56** organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,466	\$30,322	\$56,256	\$84,164	\$119,696	<b>\$55,142</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 AZ 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="#">Los Alamos Community Foundation</a>	NM	\$426,312	Former Exec	\$76,038	<b>\$85,038</b>	2024
<a href="#">Community Health Alliance</a>	MT	\$428,500	Executive Dir.	\$50,084	<b>\$56,136</b>	2024
<a href="#">The Edgar County Community</a>	IL	\$430,797	Dev Mgr	\$30,000	<b>\$30,667</b>	2024
<a href="#">Turning Points For Children Charitable</a>	PA	\$432,889	Treasurer	\$11,487	<b>\$12,263</b>	2023
<a href="#">Elkin Academic Enrichment</a>	NC	\$433,077	Executive Di	\$10,331	<b>\$11,100</b>	2024
<a href="#">Chicago Dental Society Foundation</a>	IL	\$433,562	Executive Di	\$148,185	<b>\$155,956</b>	2023
<a href="#">Mountain Gateway Community</a>	VA	\$433,611	Executive Director	\$28,212	<b>\$29,160</b>	2023
<a href="#">Columbia Gorge Community College</a>	OR	\$420,993	Executive Director (Thru 02/23)	\$78,963	<b>\$78,500</b>	2023
<a href="#">Check 1002 Charitable Trust</a>	GA	\$418,995	Trustee	\$21,408	<b>\$22,382</b>	2024
<a href="#">Rio Grande Valley Philanthropic</a>	TX	\$437,822	Ceo	\$96,000	<b>\$99,852</b>	2024
<a href="#">Hero's Cup Hockey Inc</a>	MA	\$437,840	President (Through 10/2023)	\$13,333	<b>\$12,826</b>	2023
<a href="#">The Ben Hogan Foundation</a>	TX	\$438,538	Executive Director	\$123,101	<b>\$128,040</b>	2024
<a href="#">Webster Arts</a>	MO	\$412,408	Executive Director	\$53,680	<b>\$59,118</b>	2024
<a href="#">Jewish Community Foundation Of Greater Prescott</a>	AZ	\$412,204	Executive Director	\$30,000	<b>\$29,227</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Community Foundation Of Orange</a>	CA	\$409,995	Executive Dir.	\$75,363	<b>\$67,666</b>	2024
<a href="#">Knoxville Hospital &amp; Clinics Foundation</a>	IA	\$405,175	Foundation Director	\$12,034	<b>\$14,105</b>	2023
<a href="#">Optima Giving Foundation</a>	GA	\$450,748	Trustee	\$46,456	<b>\$48,570</b>	2024
<a href="#">Kauai North Shore Community</a>	HI	\$403,438	Executive Di	\$95,986	<b>\$89,357</b>	2024
<a href="#">Greater Cedarburg Foundation Inc</a>	WI	\$454,322	Assistant Secretary	\$57,748	<b>\$64,563</b>	2023
<a href="#">Iowa Area Development Group Community</a>	IA	\$398,999	Ceo	\$95,538	<b>\$108,771</b>	2024
<a href="#">Viroqua Area Foundation</a>	WI	\$398,516	Treasurer	\$3,000	<b>\$3,258</b>	2024
<a href="#">Danville Public School Foundation Inc</a>	IL	\$396,949	Executive Director	\$42,840	<b>\$42,664</b>	2025
<a href="#">Austin Area Foundation</a>	MN	\$459,905	Executive Dir.	\$51,935	<b>\$54,936</b>	2023
<a href="#">Cuivre River Electric Community Trust Inc</a>	MO	\$392,951	Crec's President & Ceo	\$249,636	<b>\$274,926</b>	2024
<a href="#">Greater Polson Community Foundation Inc</a>	MT	\$465,365	Admin Assistant	\$43,594	<b>\$48,862</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 **56** organizations. Compensation range \$1,047–\$278,828; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$427,340); for reference, expenses \$520,197 and assets \$668,812.
ROLE MATCH	Diana Gregory, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	30 <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 (Diana Gregory) 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 56 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,142 is reasonable (approximately the 48<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.