

# College Of The Desert Alumni Assn

Executive Director / CEO

EIN 330130769

CA · NTEE B82

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Betsy Young, Executive Director / CEO** (\$155,154) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

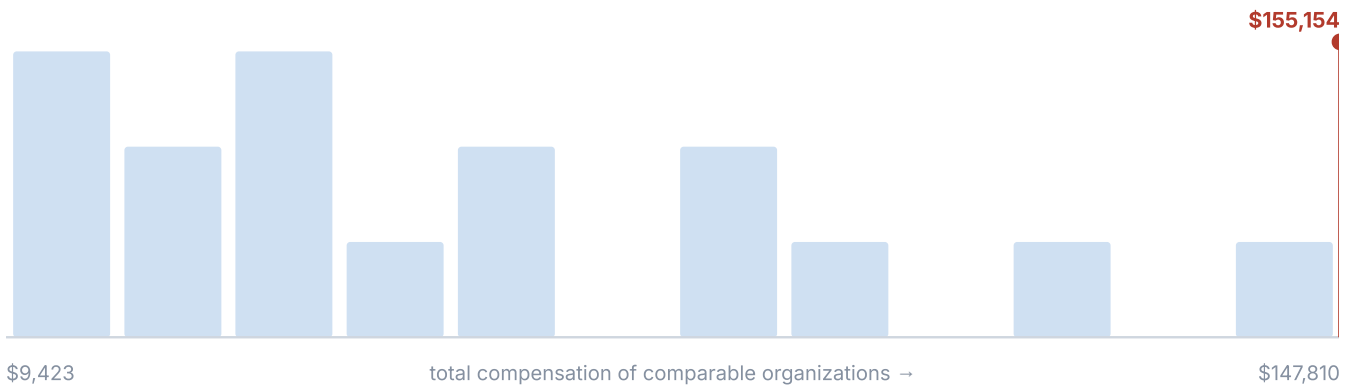
**Benchmarked executive:** Betsy Young — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$158,822 and \$355,573 — 0.67x to 1.50x the subject's \$237,049 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82) + CA + budget 0.67–1.5x revenue.

**16** organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,590	\$25,603	\$41,628	\$80,882	\$104,806	\$155,154
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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
<a href="#">Theresa A Mike Scholarship Foundation</a>	CA	\$229,347	Executive Director	\$62,468	<b>\$64,121</b>	2024
<a href="#">Ynot Community Services</a>	CA	\$246,522	C.f.o	\$43,776	<b>\$46,261</b>	2023
<a href="#">North Coast Builders Exchange</a>	CA	\$253,168	Chief Executive Officer	\$17,698	<b>\$18,703</b>	2023
<a href="#">Tuskegee Airmen Scholarship Foundation</a>	CA	\$202,390	Executive Director	\$114,109	<b>\$117,128</b>	2024
<a href="#">California Landscape Architectual</a>	CA	\$272,536	Treasurer	\$18,000	<b>\$18,476</b>	2024
<a href="#">St Helena Preschool For All Inc</a>	CA	\$283,013	Executive Dir.	\$77,400	<b>\$81,795</b>	2023
<a href="#">Advancing Students Forward</a>	CA	\$189,082	Executive Dir.	\$78,500	<b>\$80,577</b>	2024
<a href="#">Friends Of Monte Vista Choir</a>	CA	\$187,110	Fin'l Secretary	\$9,180	<b>\$9,423</b>	2024
<a href="#">Supportability</a>	CA	\$178,834	President	\$33,000	<b>\$33,873</b>	2024
<a href="#">Don Diego Scholarship Foundation</a>	CA	\$302,102	Executive Dir.	\$58,467	<b>\$60,014</b>	2024
<a href="#">Central Valley Scholars</a>	CA	\$312,387	Director	\$36,040	<b>\$36,994</b>	2024
<a href="#">Moringa For Love</a>	CA	\$160,318	President	\$31,680	<b>\$33,479</b>	2023
<a href="#">Miramar College Foundation Inc</a>	CA	\$316,779	College Pres	\$26,256	<b>\$26,951</b>	2024
<a href="#">Life Light Educational Foundation</a>	CA	\$324,418	President	\$20,400	<b>\$21,558</b>	2023
<a href="#">College Access Partnership Inc</a>	CA	\$330,136	Dir/secty-treas	\$90,100	<b>\$92,484</b>	2024
<a href="#">Machine Tool Technologies</a>	CA	\$355,329	President	\$144,000	<b>\$147,810</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

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**PEER COUNT** 16 organizations. Compensation range \$9,423–\$147,810; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$237,049); for reference, expenses \$386,944 and assets \$1,321,402. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Betsy Young, 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	88 <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

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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 (Betsy Young) 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 16 similarly situated organizations (Same NTEE sector (B82) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$155,154 is reasonable (approximately the 100<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.