

# Disability Connections Foundation

Executive Director / CEO

EIN 383131436

MI · NTEE P110

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Jon Hart, Executive Director / CEO** (\$2,307) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Jon Hart — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P110).

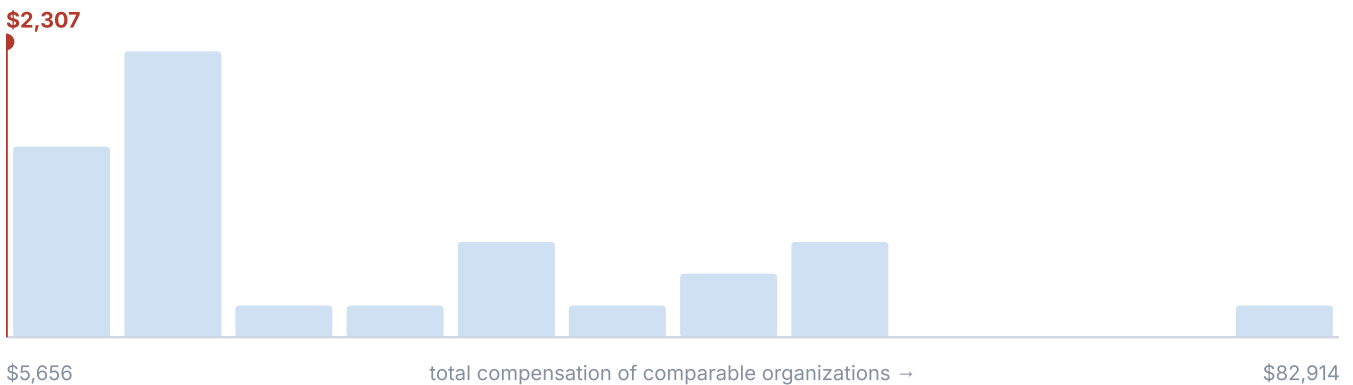
**BUDGET** Total revenue between \$49,552 and \$110,938 — 0.67x to 1.50x the subject's \$73,959 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

**27** organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,932

\$12,633

\$16,891

\$39,635

\$53,519

\$2,307



## ■ 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 MI 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="#">The Jarc Foundation</a>	MI	\$76,451	Ceo	\$31,740	<b>\$31,740</b>	2024
<a href="#">Ymca Of The East Bay Support Foundation</a>	CA	\$77,005	President	\$67,086	<b>\$56,123</b>	2024
<a href="#">The 565 Mayfield Foundation</a>	CA	\$70,154	Assistant Treasurer	\$20,190	<b>\$16,891</b>	2024
<a href="#">Jf&amp;cs Foundation Inc</a>	GA	\$79,093	Cao	\$14,940	<b>\$14,983</b>	2023
<a href="#">Anchorage Foundation Inc</a>	FL	\$67,794	Executive Director	\$6,609	<b>\$6,193</b>	2023
<a href="#">Rebecca Residence Foundation</a>	PA	\$80,480	Board Member	\$13,195	<b>\$13,125</b>	2023
<a href="#">Friends Of Hospice</a>	WA	\$80,672	Executive Di	\$21,210	<b>\$18,398</b>	2024
<a href="#">Big Brothers Big Sisters Of Miami</a>	FL	\$81,446	President & Ceo	\$12,086	<b>\$11,325</b>	2023
<a href="#">Community Bridges Development Foundation</a>	AZ	\$81,911	Director	\$44,616	<b>\$41,571</b>	2024
<a href="#">Society Of St Vincent De Paul</a>	MO	\$64,799	Ceo-resigned 9/13/2024	\$36,739	<b>\$37,699</b>	2024
<a href="#">1542 Constance Street Inc</a>	LA	\$62,500	Ceo	\$15,237	<b>\$16,735</b>	2023
<a href="#">Noah Project Foundation</a>	TX	\$62,462	Executive Director	\$8,623	<b>\$8,604</b>	2023
<a href="#">Source Studio Inc</a>	NC	\$62,108	Executive Di	\$80,450	<b>\$82,914</b>	2023
<a href="#">Pgc Qalich</a>	PA	\$61,000	Treasurer	\$10,847	<b>\$10,480</b>	2024
<a href="#">Lifespan Of Greater Rochester</a>	NY	\$56,291	President/ceo	\$56,826	<b>\$49,749</b>	2024
<a href="#">Halsey Center</a>	OR	\$94,257	Executive Director (Through 06/2024)	\$6,286	<b>\$5,656</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Connecticut Counseling Centers Fund Inc</a>	CT	\$52,807	Executive Director And Pre	\$57,005	<b>\$51,783</b>	2024
<a href="#">Path Foundation</a>	PA	\$50,737	President & Ceo	\$56,601	<b>\$56,301</b>	2023
<a href="#">Rainbows United Charitable Foundation</a>	KS	\$97,754	Interim President	\$15,365	<b>\$16,557</b>	2023
<a href="#">Atlanta Ymca Young Qalicb Inc</a>	GA	\$97,792	Chief Executive Officer	\$36,068	<b>\$36,173</b>	2023
<a href="#">Beaver County Ymca Endowment Foundation</a>	PA	\$99,966	Director	\$31,015	<b>\$30,850</b>	2023
<a href="#">Wellroot Family Services Foundation Inc</a>	GA	\$101,804	Treasurer	\$47,684	<b>\$47,823</b>	2023
<a href="#">Wheeler East Street Holdings Inc</a>	IN	\$103,650	Board Member	\$13,814	<b>\$14,114</b>	2024
<a href="#">Children &amp; Families First Endowment Inc</a>	DE	\$105,984	Chief Executive Officer	\$15,963	<b>\$15,143</b>	2024
<a href="#">Lutheran Child And Family Services</a>	IL	\$106,035	Ceo	\$12,380	<b>\$12,140</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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** 27 organizations. Compensation range \$5,656–\$82,914; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$73,959); for reference, expenses \$87,722 and assets \$2,553,880.

<b>ROLE MATCH</b>	Jon Hart, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	1 peer 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	15 <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 (Jon Hart) 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 27 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,307 is reasonable (approximately the 0<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.