

# Community Partners-two Harbors Living At Home Block Nurse Program

Executive Director / CEO

EIN 411963127  
 MN · NTEE E60  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Deb Scott, Executive Director / CEO** (\$69,049) against **every comparable organization** that fit the selection criteria — **95** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

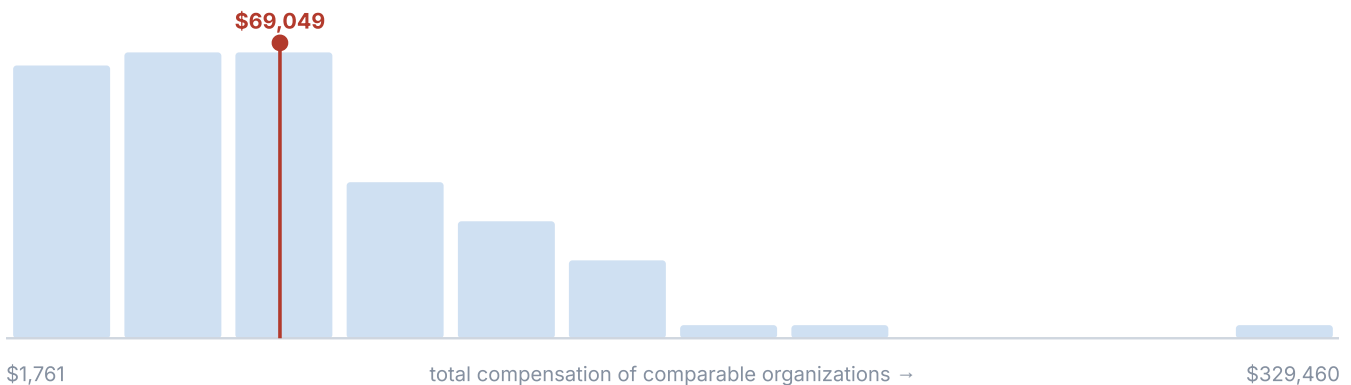
**Benchmarked executive:** Deb Scott — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$187,801 and \$420,450 — 0.67x to 1.50x the subject's \$280,300 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

**95** organizations qualified on sector, size, and geography → **95** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$14,763</b> 10TH	<b>\$35,167</b> 25TH	<b>\$60,803</b> MEDIAN	<b>\$98,835</b> 75TH	<b>\$132,914</b> 90TH	<b>\$69,049</b> THIS ORG · 59TH
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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 MN 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="#">Albany Area Ems Inc</a>	WI	\$278,295	President	\$13,762	<b>\$14,545</b>	2024
<a href="#">The Aphasia Project</a>	NC	\$276,779	Prior Ed	\$59,665	<b>\$62,391</b>	2024
<a href="#">The J Moss Foundation</a>	CA	\$285,762	Ceo	\$58,333	<b>\$50,977</b>	2024
<a href="#">Health Horizons International Foundation</a>	CT	\$285,935	President	\$72,340	<b>\$70,671</b>	2023
<a href="#">Right To Heal</a>	OR	\$274,480	Executive Dir.	\$44,366	<b>\$42,928</b>	2023
<a href="#">Nature Nurture Farmacy</a>	WA	\$274,054	Executive Director	\$46,800	<b>\$42,404</b>	2024
<a href="#">Health For Everyone</a>	CA	\$270,756	Director Of Clinic	\$9,100	<b>\$7,952</b>	2024
<a href="#">Homecare &amp; Hospice Assoc Of Utah</a>	UT	\$290,404	Hansen	\$308,950	<b>\$329,460</b>	2023
<a href="#">Indiana Community Health Worke</a>	IN	\$266,886	Board Member	\$99,198	<b>\$105,869</b>	2024
<a href="#">Cgs Inc</a>	WI	\$294,116	Program Director	\$67,675	<b>\$73,640</b>	2023
<a href="#">In Concert For Cancer</a>	WA	\$294,599	Executive Director	\$41,580	<b>\$37,675</b>	2024
<a href="#">Health Care For All Oregon</a>	OR	\$264,676	Executive Director	\$78,929	<b>\$74,180</b>	2024
<a href="#">Rural Minds Inc</a>	IL	\$296,906	Executive Director	\$118,011	<b>\$117,414</b>	2024
<a href="#">Tundra Health Initiative Corp</a>	AK	\$262,597	President/treasurer	\$28,725	<b>\$27,793</b>	2024
<a href="#">Lunenburg Health Service Inc</a>	VA	\$262,565	Secretary	\$20,280	<b>\$19,817</b>	2024
<a href="#">The Care Project Inc</a>	CA	\$262,416	Secretary	\$19,897	<b>\$17,388</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Caldwell Council On Adolescent Health Inc</a>	NC	\$298,868	Executive Director	\$59,603	<b>\$62,327</b>	2024
<a href="#">Stuck Community Acupuncture Inc</a>	AZ	\$299,256	President	\$87,867	<b>\$85,520</b>	2024
<a href="#">California Alliance Of Caregivers</a>	CA	\$260,824	Executive Director	\$64,333	<b>\$57,880</b>	2023
<a href="#">Cierra Sisters</a>	WA	\$260,526	Ceo	\$70,800	<b>\$66,045</b>	2023
<a href="#">Replay For Kids</a>	OH	\$259,886	President	\$16,525	<b>\$18,236</b>	2023
<a href="#">Equihope</a>	TX	\$258,851	Officer	\$66,652	<b>\$67,475</b>	2024
<a href="#">National Coalition For Hospice</a>	MN	\$302,046	Chief Executive Officer	\$146,747	<b>\$146,747</b>	2024
<a href="#">Sana Space Inc</a>	FL	\$302,240	President	\$136,000	<b>\$133,118</b>	2023
<a href="#">Grays Habor Ems Council Inc</a>	WA	\$258,155	Executive Director	\$40,057	<b>\$37,367</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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** 95 organizations. Compensation range \$1,761–\$329,460; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$280,300); for reference, expenses \$285,285 and assets \$251,874.

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

**RELATED-ORG PAY** 13 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	64 <sup>th</sup>
All sources (D + E + F), adjusted	48 <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 (Deb 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 95 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,049 is reasonable (approximately the 59<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.