

# Disability Resource Network

Executive Director / CEO

EIN 861536628

AL · NTEE P20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Davina Patterson, Executive Director / CEO** (\$58,077) against **every comparable organization** that fit the selection criteria — **1066** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 61<sup>st</sup> percentile of comparable organizations**

within the typical range

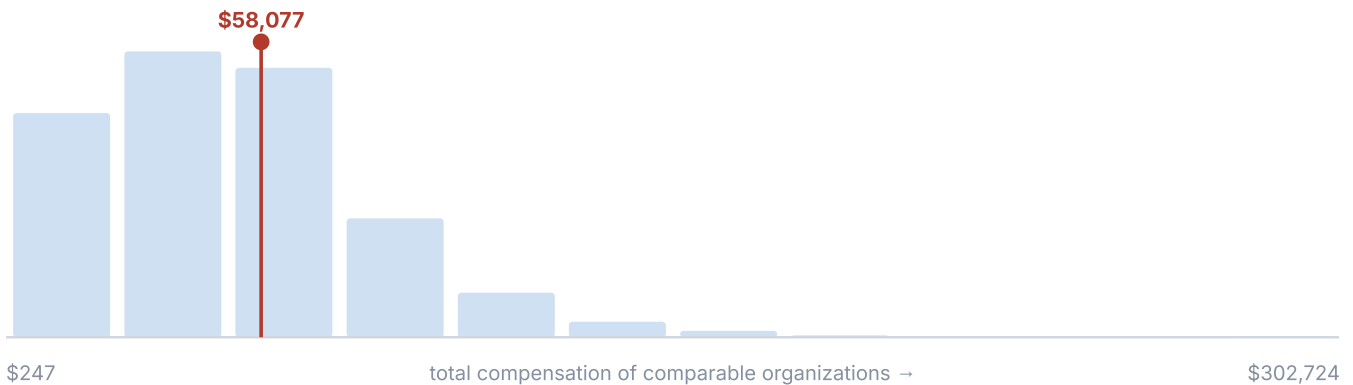
**Benchmarked executive:** Davina Patterson — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

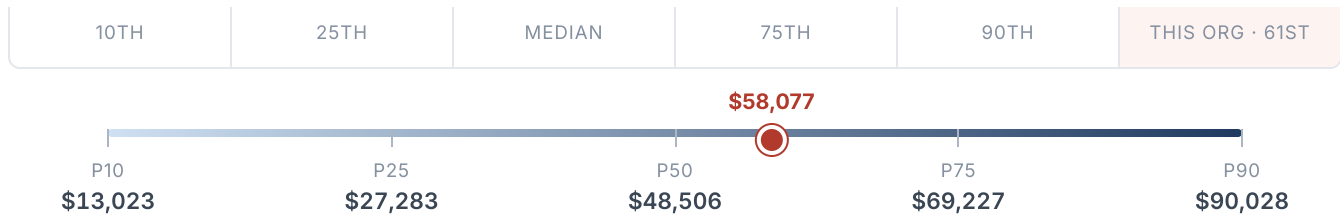
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$219,669 and \$491,797 — 0.67x to 1.50x the subject's \$327,865 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,066** organizations qualified on sector, size, and geography → **1,066** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,023	\$27,283	\$48,506	\$69,227	\$90,028	<b>\$58,077</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 AL 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="#">Litarts Ri</a>	RI	\$327,897	Program Director	\$73,999	<b>\$65,680</b>	2024
<a href="#">One Challenge Usa</a>	CO	\$327,988	Executive Director	\$8,466	<b>\$7,514</b>	2024
<a href="#">Yolo Healthy Aging Alliance</a>	CA	\$328,066	Executive Director	\$29,423	<b>\$24,212</b>	2023
<a href="#">Inclusionworks</a>	OH	\$327,438	President	\$1,300	<b>\$1,312</b>	2023
<a href="#">Hope- Esperanza</a>	NE	\$327,361	Employment Coordinator	\$20,800	<b>\$20,174</b>	2025
<a href="#">Blue Mountain Escape Inc</a>	PA	\$326,936	Manager	\$20,560	<b>\$18,978</b>	2024
<a href="#">Out Of A Jam Inc</a>	IN	\$326,932	Executive Di	\$90,160	<b>\$88,009</b>	2024
<a href="#">Cancer Journeys Foundation</a>	CA	\$328,870	Chairman	\$365	<b>\$292</b>	2024
<a href="#">Striving For Excellence Academy Inc</a>	FL	\$326,797	President	\$76,438	<b>\$66,468</b>	2024
<a href="#">The Clubhouse For Special Needs</a>	TX	\$326,770	Administrative Director	\$53,280	<b>\$50,791</b>	2023
<a href="#">Mi Work Matters</a>	MI	\$329,101	Executive Di	\$68,077	<b>\$65,042</b>	2024
<a href="#">Camberwell Grief Sanctuary</a>	KY	\$329,140	Executive Director	\$59,893	<b>\$61,321</b>	2023
<a href="#">Cornerstone Of Grace</a>	WI	\$329,196	Director	\$63,592	<b>\$63,290</b>	2023
<a href="#">Heartlove Place Inc</a>	WI	\$326,422	Executive Dir.	\$130,379	<b>\$129,760</b>	2023
<a href="#">Unique Avenue</a>	TX	\$329,498	Executive Director	\$99,246	<b>\$91,894</b>	2024
<a href="#">Gaston Residential Development Inc</a>	NC	\$329,537	President	\$19,201	<b>\$17,891</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Prepare Inc</a>	MD	\$326,107	Co-founder Director Of Advocacy	\$43,771	<b>\$37,879</b>	2024
<a href="#">Advocates For Immigrant Survivors</a>	TX	\$326,092	Co-executive Director	\$111,619	<b>\$103,351</b>	2024
<a href="#">Father Bill Atkinson Center</a>	PA	\$329,726	Program Manager	\$33,852	<b>\$31,248</b>	2024
<a href="#">Lubick Foundation</a>	CO	\$326,003	Executive Dir.	\$54,238	<b>\$48,140</b>	2024
<a href="#">Youth Volunteer Corps Of Hampton</a>	VA	\$325,852	Executive Di	\$69,667	<b>\$62,264</b>	2024
<a href="#">Innermission Inc</a>	IN	\$330,274	Executive/director	\$30,059	<b>\$30,209</b>	2023
<a href="#">Open Doors To Future Possibilities Inc</a>	CA	\$325,364	President	\$45,143	<b>\$36,082</b>	2024
<a href="#">Mount Hope Montessori School Inc</a>	CT	\$325,227	School Administrator	\$33,750	<b>\$28,536</b>	2025
<a href="#">Promise Community Development Inc</a>	KY	\$331,066	Executive Director	\$51,037	<b>\$52,254</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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** 1066 organizations. Compensation range \$247–\$302,724; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$327,865); for reference, expenses \$254,160 and assets \$302,274.

<b>ROLE MATCH</b>	Davina Patterson, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	23 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	<b>61<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>56<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>63<sup>rd</sup></b>
All sources (D + E + F), adjusted	<b>58<sup>th</sup></b>

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 (Davina Patterson) 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 1066 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,077 is reasonable (approximately the 61<sup>st</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.