

Distinct Abilities Childrens Center Inc

Executive Director / CEO

EIN 872173538

TX · NTEE P82

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Valerie Connatser, Executive Director / CEO** (\$26,000) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82).
BUDGET	Total revenue between \$7,416 and \$16,603 — 0.67x to 1.50x the subject's \$11,069 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,656	\$7,000	\$14,509	\$35,592	\$56,589	\$26,000
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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 TX 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
Life Choice Solutions Inc	MI	\$11,237	Chief Executive Officer	\$30,500	\$32,401	2023
The Hope Project Live Love Serve Inc	NC	\$10,648	Director	\$55,040	\$56,853	2024
Crudup-ward Activity Center	MS	\$10,615	Ceo	\$3,950	\$4,398	2024
Fitzmaurice Community Services	PA	\$9,975	Chair, Eff. 01-01-2024	\$25,163	\$25,086	2024
Woodcock Housing Foundation	CA	\$9,871	Ceo	\$61,000	\$54,213	2023
Generations Restored Youth And Community Center Inc	PA	\$9,650	Field Liaison	\$7,018	\$6,996	2024
Hope For Tomorrow Foundation	NY	\$9,595	Cfo	\$10,739	\$9,987	2023
Transitional Services	NY	\$12,692	Secretary	\$36,232	\$32,730	2024
Cooperative Resources Inc	MN	\$9,391	Executive Director	\$49,980	\$49,370	2024
Charles W Hoppy Adams Jr Foundation Inc	MD	\$9,248	Chair/ceo	\$36,000	\$33,646	2024
Thaimex Mission Project Inc	CA	\$13,024	President	\$133,900	\$115,587	2024
Guyanese Diaspora Charity	PA	\$8,732	President	\$16,000	\$15,951	2024
Pasadena-foothill Valley Ywca	CA	\$8,639	Chief Executive Officer	\$6,148	\$5,464	2023
Vladas Seeds Of Life	CA	\$13,683	Ceo	\$3,500	\$3,021	2024
Community Health Foundation Of	MA	\$8,441	Executive Director	\$9,024	\$8,107	2024
Building People Power	CA	\$8,368	Director	\$80,000	\$69,059	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
League Of United Latin American Citizens	TX	\$14,024	Treasurer	\$2,045	\$2,045	2024
Outfitters Incorporated	IN	\$8,072	Executive Director	\$9,351	\$9,604	2025
New Roots Inc	KY	\$14,229	Executive Director	\$36,629	\$39,341	2024
Abode Community Housing	CA	\$14,271	President	\$29,689	\$25,629	2024
Greater Hood Community Development Corporation	NY	\$7,800	Program Director	\$4,200	\$3,794	2024
Quinn Community Outreach Corporation	CA	\$14,375	Executive Director	\$1	\$1	2023
Mercy Ministries Inc	SC	\$7,684	Director	\$38,000	\$40,801	2023
Community Living Corporation	MI	\$7,665	Ceo	\$33,282	\$34,342	2024
Ray Of Hope Foundation Inc	GA	\$14,800	Exe Director	\$13,000	\$13,067	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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.

■ Sample, role match & sensitivity

PEER COUNT	32 organizations. Compensation range \$1–\$203,043; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$11,069); for reference, expenses \$40,049 and assets \$268,965. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Valerie Connatser, reported title " <i>President</i> ", 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 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	44 th

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 (Valerie Connatser) 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 10, 2026, comparing compensation against 32 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,000 is reasonable (approximately the 59th 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 10, 2026.