

People's Health And Wellness Clinic

Executive Director / CEO

EIN 030343290

VT · NTEE E32Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Barlow, Executive Director / CEO** (\$74,395) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Daniel Barlow — 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 (E32Z).

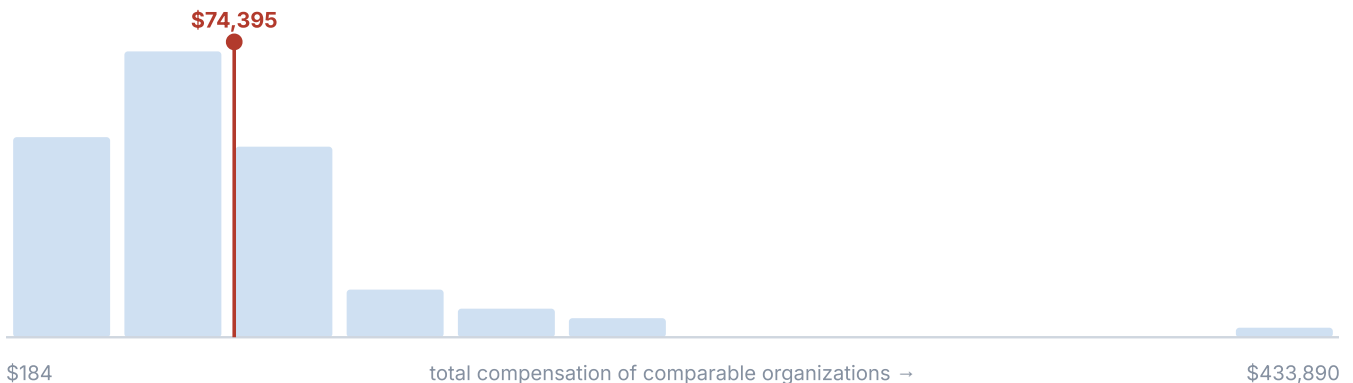
BUDGET Total revenue between \$263,836 and \$590,679 — 0.67x to 1.50x the subject's \$393,786 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography

→ **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,884	\$36,250	\$59,510	\$89,203	\$122,210	\$74,395
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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 VT 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
Schc Companies Inc	NY	\$398,460	President & Ceo	\$45,196	\$39,411	2024
Minority Health Consortium	VA	\$388,510	Exec Director	\$82,994	\$79,615	2023
The Women's Clinic Of Columbus	OH	\$387,749	Executive Director	\$100,275	\$102,491	2024
Family Community Clinic Inc	KY	\$400,855	Executive Director	\$80,429	\$83,388	2024
South Miami Childrens Clinic Inc	FL	\$386,266	President	\$159,231	\$148,616	2023
Street Medicine Institute	PA	\$401,624	Executive Di	\$104,641	\$100,701	2024
Wellness Studios Inc	NM	\$385,375	Executive Director	\$21,475	\$22,290	2024
Women And Children Health Care	LA	\$383,286	President	\$98,771	\$108,055	2023
The Olympia Free Clinic	WA	\$405,169	Executive Di	\$70,500	\$60,910	2024
Louisiana Community Health Center	LA	\$408,541	Ceo	\$168,066	\$183,864	2023
Red Bird Clinc Inc	KY	\$409,842	Dentist	\$114,223	\$118,424	2024
Ridge Health Services Inc	NY	\$413,452	Executive Director	\$12,621	\$11,331	2023
Interfaith Coalition Of Whatcom County	WA	\$373,897	Former Executive Director	\$96,989	\$83,796	2024
Community Health Intervention And Education Found	IN	\$373,344	Executive Director	\$87,000	\$88,537	2024
Ohio Valley Health Center	OH	\$416,903	Executive Di	\$53,375	\$56,166	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wasatch Community Acupuncture	UT	\$370,228	President	\$56,520	\$55,823	2024
Bella Health And Wellness Inc	CA	\$420,953	Executive Director	\$37,100	\$30,915	2024
Heart And Soul Clinic Inc	IN	\$424,897	Executive Di	\$60,000	\$61,060	2024
Chandler Care Center	AZ	\$361,139	Exec Director	\$39,681	\$37,915	2023
Samaritans Touch Care Center Inc	FL	\$358,475	Executive Director	\$35,817	\$32,470	2024
Boise Acupuncture Cooperative Inc	ID	\$356,444	Vice President	\$59,885	\$61,476	2024
Susan Dew Hoff Memorial Clinic Inc	WV	\$355,326	Board Member	\$30,000	\$31,346	2024
Community Care Clinic Of	NC	\$353,948	Executive Di	\$60,500	\$60,325	2024
Gillette Reproductive Health	WY	\$353,765	Executive Di	\$93,497	\$96,616	2024
Waco Birth Center And Clinic	TX	\$352,734	President	\$66,100	\$63,808	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT cost of living and 2023 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 VT 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 82 organizations. Compensation range \$184–\$433,890; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$393,786); for reference, expenses \$440,880 and assets \$683,556.

ROLE MATCH	Daniel Barlow, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	62 nd
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	52 nd

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 (Daniel Barlow) 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 82 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,395 is reasonable (approximately the 62nd 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.