

Rapha Ministries Inc

Executive Director / CEO

EIN 201623862

KY · NTEE E30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sherry Mohr, Executive Director / CEO** (\$8,288) against **every comparable organization** that fit the selection criteria — **116** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Sherry Mohr — 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 (E30).

BUDGET Total revenue between \$33,161 and \$74,242 — 0.67x to 1.50x the subject's \$49,495 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

116 organizations qualified on sector, size, and geography → **116** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,391

\$13,457

\$29,752

\$52,967

\$126,660

\$8,288



■ 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 KY 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
Community Memorial Hospital Medical	IA	\$49,222	Market President Regional Hospitals	\$30,939	\$32,463	2023
White Oak Volunteer Rescue Squad Inc	VA	\$48,683	Treasurer	\$3,600	\$3,235	2024
Park County Cancer Alliance	MT	\$50,351	Board Member	\$1,600	\$1,605	2024
The Lifeline Foundation Inc	KY	\$48,623	President	\$42,042	\$40,958	2025
Pace Georgia Inc	GA	\$50,414	Ceo	\$7,717	\$7,222	2024
Schuyler Memorial Hospital Foundation	NE	\$48,363	President & Ceo Chi Health	\$29,391	\$30,292	2023
Weinstein Hospice Foundation Inc	GA	\$50,932	Ceo And President	\$18,398	\$17,727	2023
Planetree Health Library	CA	\$50,933	Executive Director	\$60,000	\$49,648	2023
International Medical Response Foundation	NY	\$48,056	Executive Director	\$10,000	\$8,659	2023
Empire Health Community Advocacy Fund	WA	\$51,395	President	\$80,622	\$69,169	2023
Foundation For America's Blood Centers	DC	\$51,474	Chief Executive Officer	\$56,289	\$45,976	2024
Jchc Real Estate Inc	NE	\$51,610	Ceo (Thru 08/24)	\$34,663	\$34,701	2024
Pioneer Memorial Foundation	SD	\$51,683	Cfo-pioneer Mem'l Hospital	\$16,468	\$16,917	2024
Michigan Emergency Services	MI	\$51,791	President	\$100,585	\$99,489	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Healthcare And Wellness Foundation	MN	\$51,864	President/ceo	\$40,349	\$38,206	2023
Four Rivers Charitable Foundation	KY	\$47,075	Vice President	\$56,355	\$58,020	2023
Silver Otter Strategies Inc	MA	\$47,039	Treasurer (Until 1/2023)	\$26,961	\$23,216	2023
Leonard Parker Pool Institute For Health	PA	\$52,041	Executive Director	\$20,859	\$19,933	2023
Mclaren Hospice And Home Care Foundation	MI	\$52,124	Mhmg Ceo & President	\$51,610	\$49,583	2024
Beth Israel Deaconess Department Of	MA	\$52,224	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$91,863	2024
St Joseph Medical Center Of Ft Wayne	IN	\$52,232	Director	\$13,339	\$13,093	2024
Lane Rmc Foundation	LA	\$52,560	Executive Director	\$78,842	\$83,193	2023
Tri-county Health Clinic	VA	\$46,405	Executive Director	\$52,000	\$46,733	2024
Jewish Home Of Greater Harrisburg	PA	\$46,015	Ceo	\$498,260	\$476,148	2023
Dermatology Pa Foundation	VA	\$53,007	Director	\$3,611	\$3,341	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 **116** organizations. Compensation range \$35–\$1,562,230; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$49,495); for reference, expenses \$78,997 and assets \$30,130. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sherry Mohr, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	67 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	21 st
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	15 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 (Sherry Mohr) 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 116 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,288 is reasonable (approximately the 21st 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.