

# Behome Partners

Executive Director / CEO

EIN 202932676

PA · NTEE E30

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **David J Fenoglietto, Executive Director / CEO** (\$39,302) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

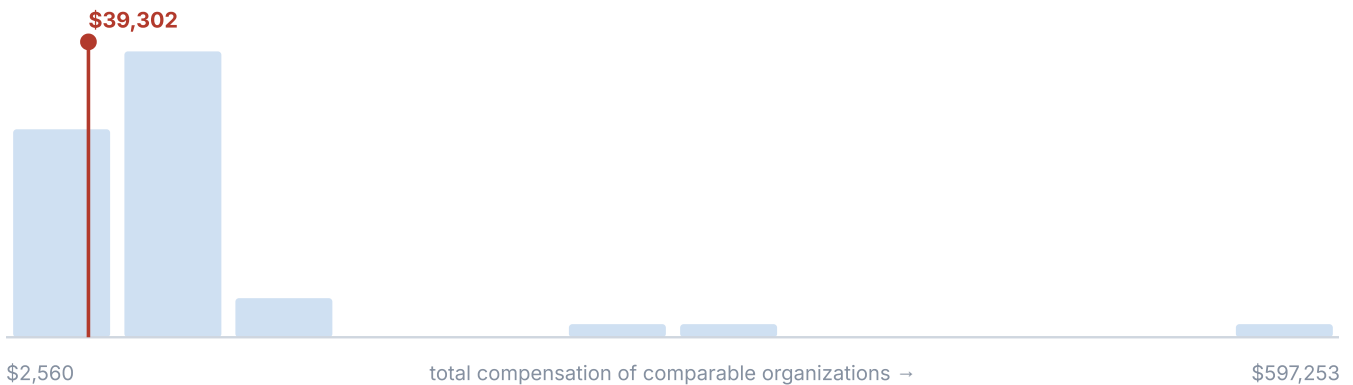
**Benchmarked executive:** David J Fenoglietto — reported title “CHAIRMAN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

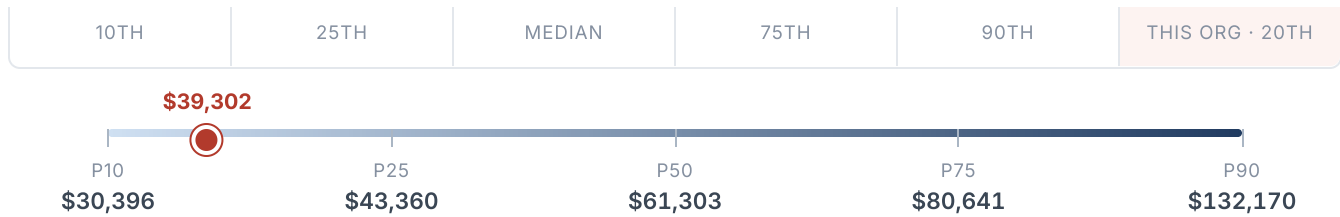
- SECTOR Organizations sharing the subject's NTEE classification (E30).
- BUDGET Total revenue between \$187,393 and \$419,538 — 0.67x to 1.50x the subject's \$279,692 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (E30), nationwide + budget 0.67–1.5x revenue.

**44** organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$30,396	\$43,360	\$61,303	\$80,641	\$132,170	\$39,302
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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 PA 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="#">San Joaquin Family Healthcare</a>	CA	\$279,284	Cfo	\$3,043	<b>\$2,560</b>	2024
<a href="#">World Health Dental Organization</a>	WA	\$282,073	Executive Director	\$50,004	<b>\$43,605</b>	2024
<a href="#">Endorphin Power Company</a>	NM	\$276,372	Executive Di	\$61,316	<b>\$64,235</b>	2024
<a href="#">Willa Carson Health And Wellness Center Inc</a>	FL	\$272,601	Executive Director	\$66,300	<b>\$60,665</b>	2024
<a href="#">Risen Wellness</a>	TN	\$288,010	President	\$131,924	<b>\$135,065</b>	2024
<a href="#">Nelson County Community Clinic Inc</a>	KY	\$288,544	Executive Director	\$34,881	<b>\$37,579</b>	2023
<a href="#">The Colorado Mission Of Mercy</a>	CO	\$288,839	Executive Director	\$59,925	<b>\$57,620</b>	2023
<a href="#">Hackett Hemwall Patterson Foundatio</a>	WI	\$268,383	President	\$29,000	<b>\$29,499</b>	2024
<a href="#">Aspirus Medical Group</a>	WI	\$264,621	President & Ceo Aspirus	\$311,110	<b>\$325,813</b>	2023
<a href="#">Tok Community Clinic Inc</a>	AK	\$299,246	Secretary/tr	\$11,050	<b>\$10,594</b>	2023
<a href="#">Leap Pediatric And Adolescent Care</a>	MN	\$259,086	President	\$13,950	<b>\$13,426</b>	2024
<a href="#">Ashland Christian Health Center Inc</a>	OH	\$300,832	Executive Di	\$44,000	<b>\$45,392</b>	2024
<a href="#">Wings Of Humanity Inc</a>	AZ	\$255,729	President & Ceo	\$95,004	<b>\$91,621</b>	2023
<a href="#">Partnership For Healthy Central</a>	OK	\$255,391	Han Program Manager	\$65,877	<b>\$72,741</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dental Care In Your Home Inc</a>	NM	\$253,808	Executive Director	\$43,098	<b>\$46,483</b>	2023
<a href="#">Good Samaritan Clinic</a>	SC	\$253,198	Executive Director	\$92,000	<b>\$93,484</b>	2024
<a href="#">Main Line Health Integrative And Functional</a>	PA	\$251,842	Chairman & Trustee	\$597,253	<b>\$597,253</b>	2023
<a href="#">Occupational And Environmental</a>	RI	\$250,334	Administrator	\$145,206	<b>\$135,615</b>	2024
<a href="#">Md-1 Program Inc</a>	NJ	\$310,674	President & Ceo	\$81,600	<b>\$73,058</b>	2023
<a href="#">Celina Pro Health</a>	OH	\$311,414	President	\$40,654	<b>\$41,940</b>	2024
<a href="#">Healthy Smiles For Me Inc</a>	ME	\$247,654	Director	\$35,000	<b>\$34,136</b>	2024
<a href="#">Park Street Healthshare Inc</a>	VT	\$244,879	Executive Dir.	\$65,666	<b>\$66,278</b>	2023
<a href="#">Ccmc Corporation</a>	CT	\$322,320	Director - President/ceo	\$46,672	<b>\$42,623</b>	2024
<a href="#">Choices Medical Clinic Inc</a>	KS	\$324,372	Executive Director	\$52,500	<b>\$56,875</b>	2023
<a href="#">Excellent Inc</a>	MI	\$233,029	Administrator/president	\$76,000	<b>\$78,662</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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** 44 organizations. Compensation range \$2,560–\$597,253; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$279,692); for reference, expenses \$348,099 and assets \$134,443.

ROLE MATCH	David J Fenoglietto, reported title "CHAIRMAN", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	82 <sup>nd</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 (David J Fenoglietto) 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 44 similarly situated organizations (Same NTEE sector (E30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,302 is reasonable (approximately the 20<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.