

# A Community Clinic

Executive Director / CEO

EIN 204051982

PA · NTEE E32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Deni Boop, Executive Director / CEO** (\$49,825) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Deni Boop — reported title "DIRECTOR", 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 (E32).

**BUDGET** Total revenue between \$162,409 and \$363,603 — 0.67x to 1.50x the subject's \$242,402 (the band tightens as size grows).

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

**71** organizations qualified on sector, size, and geography

→ **71** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,539

\$38,172

\$59,893

\$80,528

\$115,951

**\$49,825**



## ■ 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="#">Broadway Youth Center Support Corporation</a>	IL	\$243,000	Treasurer	\$19,488	<b>\$19,780</b>	2023
<a href="#">Kansas City Free Eye Clinic</a>	MO	\$246,219	Executive Director	\$67,160	<b>\$71,330</b>	2024
<a href="#">Titusville Health Services Inc</a>	PA	\$247,386	Ceo/president	\$72,034	<b>\$74,162</b>	2023
<a href="#">St Francis Mission Dental Clinic</a>	SD	\$248,673	President	\$3,097	<b>\$3,427</b>	2024
<a href="#">Prototype Health Inc</a>	AZ	\$249,080	Executive Dir.	\$78,000	<b>\$77,445</b>	2023
<a href="#">Kaufman Christian Help Center Inc</a>	TX	\$235,099	Executive Director	\$58,530	<b>\$60,445</b>	2023
<a href="#">Helping Hands Clinic Inc</a>	FL	\$233,847	Executive Director	\$101,000	<b>\$97,955</b>	2023
<a href="#">Naturopaths International</a>	AZ	\$252,303	President	\$44,966	<b>\$43,365</b>	2024
<a href="#">The Poore Medical Clinic Inc</a>	AZ	\$252,786	Executive Dir.	\$43,134	<b>\$42,827</b>	2023
<a href="#">Southern Sudan Health Care Organization</a>	MI	\$253,349	President And Executive Officer	\$71,757	<b>\$74,271</b>	2024
<a href="#">Troup Cares Inc</a>	GA	\$231,158	Executive Di	\$99,000	<b>\$99,819</b>	2024
<a href="#">Caring Hearts Free Clinic Of Patrick County Inc</a>	VA	\$256,701	Executive Director	\$42,782	<b>\$42,646</b>	2023
<a href="#">Hope Clinic Of Ross County Inc</a>	OH	\$225,810	Co-director	\$21,703	<b>\$22,457</b>	2025
<a href="#">Antelope Valley Pregnancy Care Center &amp;</a>	CA	\$260,509	Executive Dir.	\$68,966	<b>\$59,717</b>	2024
<a href="#">Mayfair Women's Clinic Inc</a>	FL	\$261,061	Executive Director	\$74,000	<b>\$69,710</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Shepherd's Hand Free Clinic Inc</a>	MT	\$222,642	Executive Director	\$59,629	<b>\$64,455</b>	2024
<a href="#">Trinity Health Ministries Inc</a>	TN	\$264,143	Executive Di	\$51,254	<b>\$55,620</b>	2023
<a href="#">Hearth Natural Medicine A Nonprofit Community Clinic</a>	WA	\$266,709	Executive Director	\$50,981	<b>\$47,122</b>	2023
<a href="#">Harrisburg Family Health Care Inc</a>	GA	\$216,257	Staff	\$115,000	<b>\$115,951</b>	2024
<a href="#">Covid Clinic Inc</a>	CA	\$269,068	Chief Executive Officer	\$205,000	<b>\$182,752</b>	2023
<a href="#">Serving Hands Medical Center Npc</a>	WA	\$212,746	Executive Director And President	\$93,500	<b>\$86,423</b>	2023
<a href="#">Park Place Health &amp; Dental Clinic</a>	VA	\$212,210	Executive Di	\$49,680	<b>\$48,101</b>	2024
<a href="#">Virginia United Incorporated</a>	VA	\$210,745	Treasurer	\$22,166	<b>\$22,096</b>	2023
<a href="#">Healing Health Care Center Inc</a>	FL	\$210,350	President/director	\$50,050	<b>\$47,149</b>	2024
<a href="#">Trinity Community Care Inc</a>	MI	\$204,952	Executive Director	\$68,499	<b>\$72,993</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 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 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 71 organizations. Compensation range \$3,427–\$450,868; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$242,402); for reference, expenses \$191,175 and assets \$683,137.

ROLE MATCH	Deni Boop, reported title " <i>DIRECTOR</i> ", 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	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	41 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	37 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	31 <sup>st</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 (Deni Boop) 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 71 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,825 is reasonable (approximately the 41<sup>st</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.