

Upland Hills Health Foundation Inc

Executive Director / CEO

EIN 260596045

WI · NTEE E12

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Schnedler, Executive Director / CEO** (\$27,818) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

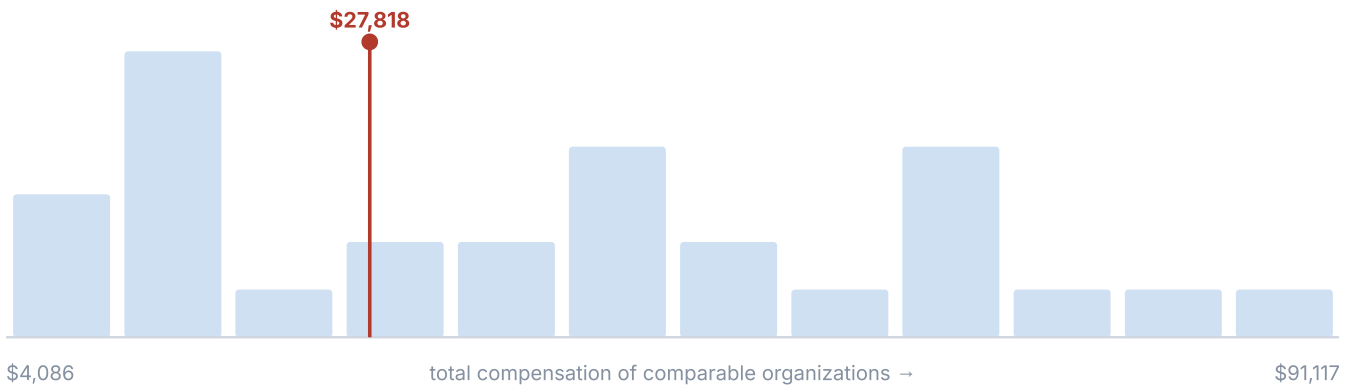
Benchmarked executive: Lisa Schnedler — reported title “PRESIDENT/CEO - UHH”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---------------------------------------------------------------------------------------------------------------------------|
| SECTOR | Organizations sharing the subject's NTEE classification (E12). |
| BUDGET | Total revenue between \$105,216 and \$235,560 — 0.67x to 1.50x the subject's \$157,040 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue. |

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|----------|----------|
| \$10,948 | \$15,793 | \$39,515 | \$58,152 | \$70,251 | \$27,818 |
|----------|----------|----------|----------|----------|----------|



● 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 WI 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 |
|-------------------------------------------------------|-------|-----------|----------------------------|-----------------|-----------------|------|
| Cooper Trooper Foundation | TN | \$156,117 | Executive Director | \$36,000 | \$37,303 | 2023 |
| Living Organ Donor Assistance Fund | CA | \$155,462 | Director/ceo | \$77,000 | \$65,545 | 2023 |
| Circle Of Hope Inc | CA | \$159,841 | Ceo | \$45,872 | \$37,928 | 2024 |
| Medical Staff Of Englewood Hospital | NJ | \$152,463 | President | \$30,000 | \$26,405 | 2023 |
| Legacy Connection | AZ | \$147,848 | Director/ceo | \$35,595 | \$32,778 | 2024 |
| Pcc Foundation | IL | \$166,555 | Director, Started Oct 2024 | \$4,456 | \$4,086 | 2025 |
| Brunswick Novant Medical Center | NC | \$139,045 | Exec Director | \$14,316 | \$14,582 | 2023 |
| Colorado Safety Net Collaborative | CO | \$138,886 | Managing Consultant | \$50,000 | \$47,263 | 2023 |
| Frank Hadley And Cornelia Root Ginn | OH | \$175,530 | Treasurer | \$46,913 | \$47,577 | 2024 |
| Tri-county Memorial Foundation Inc | WI | \$178,267 | Ceo-bghs | \$68,728 | \$68,728 | 2024 |
| Noise For Now | NM | \$178,767 | Executive Dir. | \$64,698 | \$68,598 | 2023 |
| Lancaster Patient Care Center | NH | \$179,000 | System Ceo | \$18,318 | \$16,196 | 2024 |
| Kansas Children's Foundation | KS | \$181,090 | Executive Director | \$88,083 | \$91,117 | 2024 |
| Church Home & Hosp Of The City Of | MD | \$132,854 | President/director | \$68,921 | \$63,520 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--------------------------------------------------------|-------|-----------|-------------------------------------|-----------------|-----------------|------|
| Creel Family Philanthropies | TX | \$181,568 | Executive Di | \$8,496 | \$8,138 | 2024 |
| Tsf Incorporated | DE | \$183,778 | President | \$44,200 | \$42,665 | 2023 |
| Legacy Donor Foundation | LA | \$128,010 | Executive Director | \$70,000 | \$73,805 | 2024 |
| Lawndale Christian Supporting | IL | \$194,660 | President | \$17,947 | \$16,894 | 2024 |
| District 7 Hospital Emergency Planning | IN | \$197,219 | Non-voting Treasurer/fisca | \$54,158 | \$54,687 | 2024 |
| Van Sciver Corporation | NJ | \$200,632 | President & Ceo | \$59,580 | \$52,440 | 2023 |
| Mariahs Miracle | AZ | \$110,076 | Executive Director | \$12,500 | \$11,511 | 2024 |
| Saint Alphonsus Foundation-baker City | OR | \$108,490 | Secretary; Regional Phil Specialist | \$14,767 | \$13,519 | 2023 |
| Stroke Awareness Oregon | OR | \$216,611 | Executive Director | \$44,897 | \$41,102 | 2023 |
| Bridge To A Cure Foundation Inc | FL | \$216,743 | Executive Director | \$14,000 | \$12,593 | 2024 |
| The Parachute Foundation | MN | \$216,984 | President | \$26,366 | \$25,683 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 28 organizations. Compensation range \$4,086–\$91,117; filing years 2023–2025.

| | |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SIZE BASIS | Matched on total revenue (\$157,040); for reference, expenses \$27,337 and assets \$3,601,319. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view. |
| ROLE MATCH | Lisa Schnedler, reported title " <i>PRESIDENT/CEO - UHH</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |

Sensitivity — the subject's percentile under alternative compensation definitions:

| BASIS | SUBJECT PERCENTILE |
|-----------------------------------------------------------------------------------------|--------------------|
| Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default | 39 th |
| Total compensation (D + F), as reported (no adjustments) | 36 th |
| Reportable pay only (column D), adjusted | 0 th |
| All sources (D + E + F), adjusted | 89 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 (Lisa Schnedler) 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 28 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,818 is reasonable (approximately the 39th 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.