

# Celina Pro Health

Executive Director / CEO

EIN 263204931  
OH · NTEE E30  
FY ending 2024-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Berning, Executive Director / CEO** (\$40,654) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

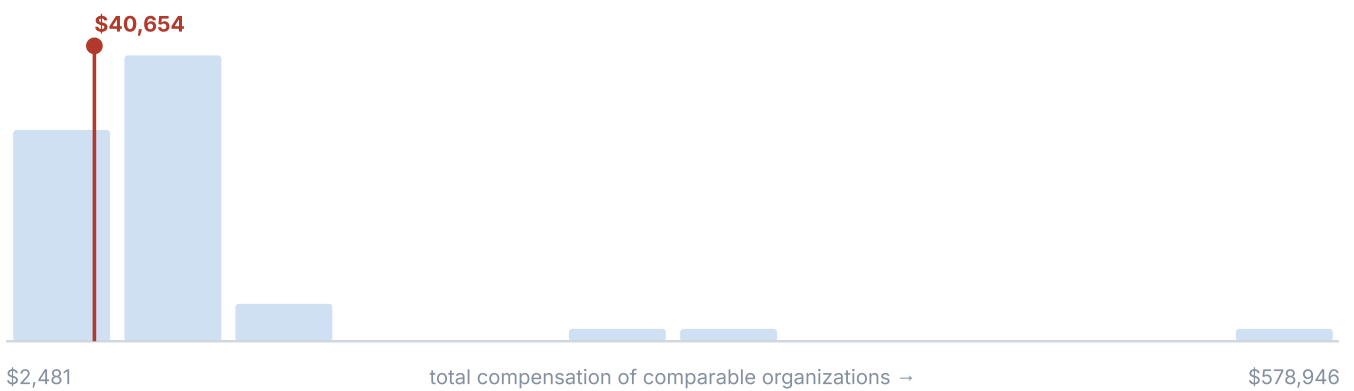
**Benchmarked executive:** Cynthia Berning — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E30).
BUDGET	Total revenue between \$208,647 and \$467,121 — 0.67x to 1.50x the subject's \$311,414 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E30), nationwide + budget 0.67–1.5x revenue.

**46** organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$30,044	\$41,554	\$59,423	\$80,573	\$121,703	\$40,654
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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 OH 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="#">Md-1 Program Inc</a>	NJ	\$310,674	President & Ceo	\$81,600	<b>\$70,818</b>	2023
<a href="#">Ashland Christian Health Center Inc</a>	OH	\$300,832	Executive Di	\$44,000	<b>\$44,000</b>	2024
<a href="#">Ccmc Corporation</a>	CT	\$322,320	Director - President/ceo	\$46,672	<b>\$41,316</b>	2024
<a href="#">Tok Community Clinic Inc</a>	AK	\$299,246	Secretary/tr	\$11,050	<b>\$10,269</b>	2023
<a href="#">Choices Medical Clinic Inc</a>	KS	\$324,372	Executive Director	\$52,500	<b>\$55,132</b>	2023
<a href="#">Healing Shepherd Clinic</a>	TX	\$333,405	President/ceo Of Ugm-tc	\$267,912	<b>\$260,501</b>	2023
<a href="#">The Colorado Mission Of Mercy</a>	CO	\$288,839	Executive Director	\$59,925	<b>\$55,854</b>	2023
<a href="#">Nelson County Community Clinic Inc</a>	KY	\$288,544	Executive Director	\$34,881	<b>\$36,427</b>	2023
<a href="#">Risen Wellness</a>	TN	\$288,010	President	\$131,924	<b>\$130,926</b>	2024
<a href="#">We Care Manatee Inc</a>	FL	\$336,455	Executive Dir.	\$88,716	<b>\$78,687</b>	2024
<a href="#">World Health Dental Organization</a>	WA	\$282,073	Executive Director	\$50,004	<b>\$42,269</b>	2024
<a href="#">Behome Partners</a>	PA	\$279,692	Chairman	\$39,302	<b>\$38,097</b>	2023
<a href="#">San Joaquin Family Healthcare</a>	CA	\$279,284	Cfo	\$3,043	<b>\$2,481</b>	2024
<a href="#">Harvest Free Medical Clinic</a>	SC	\$345,104	Chairman	\$70,000	<b>\$68,948</b>	2024
<a href="#">Endorphin Power Company</a>	NM	\$276,372	Executive Di	\$61,316	<b>\$62,266</b>	2024
<a href="#">Barton Medical Foundation</a>	CA	\$347,273	Chair/ceo	\$54,047	<b>\$45,364</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Volunteers In Medicine - San Diego Inc</a>	CA	\$349,566	Executive Director	\$80,750	<b>\$65,833</b>	2024
<a href="#">Willa Carson Health And Wellness Center Inc</a>	FL	\$272,601	Executive Director	\$66,300	<b>\$58,805</b>	2024
<a href="#">Hackett Hemwall Patterson Foundatio</a>	WI	\$268,383	President	\$29,000	<b>\$28,595</b>	2024
<a href="#">Aspirus Medical Group</a>	WI	\$264,621	President & Ceo Aspirus	\$311,110	<b>\$315,827</b>	2023
<a href="#">Leap Pediatric And Adolescent Care</a>	MN	\$259,086	President	\$13,950	<b>\$13,014</b>	2024
<a href="#">Wings Of Humanity Inc</a>	AZ	\$255,729	President & Ceo	\$95,004	<b>\$88,813</b>	2023
<a href="#">Partnership For Healthy Central</a>	OK	\$255,391	Han Program Manager	\$65,877	<b>\$70,511</b>	2023
<a href="#">Dental Care In Your Home Inc</a>	NM	\$253,808	Executive Director	\$43,098	<b>\$45,058</b>	2023
<a href="#">Good Samaritan Clinic</a>	SC	\$253,198	Executive Director	\$92,000	<b>\$90,618</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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** 46 organizations. Compensation range \$2,481–\$578,946; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$311,414); for reference, expenses \$310,375 and assets \$234,479.

**ROLE MATCH** Cynthia Berning, reported title "*President*", 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.
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	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	22 <sup>nd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	87 <sup>th</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 (Cynthia Berning) 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 46 similarly situated organizations (Same NTEE sector (E30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,654 is reasonable (approximately the 24<sup>th</sup> 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.