

This analysis benchmarks the total compensation of **Donald Manelli, Executive Director / CEO** (\$41,607) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

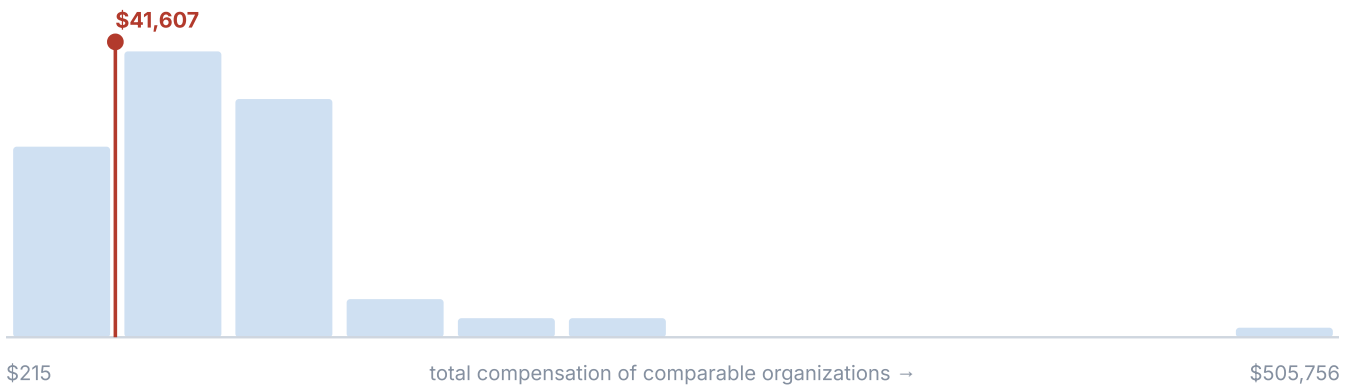
Benchmarked executive: Donald Manelli — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E32).
BUDGET	Total revenue between \$301,208 and \$674,347 — 0.67x to 1.50x the subject's \$449,565 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

84 organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,289	\$45,367	\$71,087	\$103,460	\$130,521	\$41,607
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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 CA 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
Informed Choice Of Iowa Corporation	IA	\$453,898	Executive Director (Partial Year)	\$32,292	\$40,947	2023
Mobile Healthcare Providers Northwest	WA	\$443,152	President & Ceo	\$65,240	\$67,643	2023
Dedicated To Aurora's Wellness And Needs	CO	\$440,203	Executive Director	\$99,300	\$104,344	2025
Ithaca Health Alliance Inc	NY	\$439,023	Executive Director	\$64,352	\$65,411	2024
Healthy Living Community	OR	\$437,308	President (1/1/23 - 6/23/23)	\$56,493	\$60,756	2023
Cato Ira Meridian Victory Ambulance	NY	\$462,768	President	\$6,132	\$6,233	2024
Dames And Knights Of The Order Of Malta Medical And Dental Clinic Of	MI	\$467,634	Director	\$70,000	\$83,673	2023
Noalab Clinic Inc	CA	\$469,731	Founder	\$12,518	\$12,518	2023
New Mexico Foundation For Dental	NM	\$472,741	Executive Di	\$47,237	\$57,149	2024
Heart And Soul Clinic Inc	IN	\$424,897	Executive Di	\$60,000	\$71,174	2024
Lander Hope Clinic	PA	\$476,936	President	\$186	\$215	2023
Bella Health And Wellness Inc	CA	\$420,953	Executive Director	\$37,100	\$36,036	2024
Ohio Valley Health Center	OH	\$416,903	Executive Di	\$53,375	\$65,469	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ridge Health Services Inc	NY	\$413,452	Executive Director	\$12,621	\$13,207	2023
Culture Of Life Ministries	TX	\$487,674	Executive Dir.	\$10,000	\$11,252	2024
Red Bird Clinic Inc	KY	\$409,842	Dentist	\$114,223	\$138,039	2024
Louisiana Community Health Center	LA	\$408,541	Ceo	\$168,066	\$214,317	2023
Community Supported Anthroposophic	MI	\$493,058	President	\$123,116	\$142,942	2024
The Olympia Free Clinic	WA	\$405,169	Executive Di	\$70,500	\$70,999	2024
Hope Medical Clinic Inc	FL	\$496,443	Secretary	\$66,000	\$69,742	2024
Street Medicine Institute	PA	\$401,624	Executive Di	\$104,641	\$117,380	2024
Family Community Clinic Inc	KY	\$400,855	Executive Director	\$80,429	\$97,199	2024
Schc Companies Inc	NY	\$398,460	President & Ceo	\$45,196	\$45,939	2024
People's Health And Wellness Clinic	VT	\$393,786	Executive Di	\$74,395	\$86,717	2023
Access Now Inc	VA	\$509,264	Ex. Dir. - A	\$26,546	\$28,831	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **84** organizations. Compensation range \$215–\$505,756; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$449,565); for reference, expenses \$635,071 and assets \$90,368. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Donald Manelli, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	24 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	18 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 (Donald Manelli) 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 84 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,607 is reasonable (approximately the 24th 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.