

# Be Healthy Inc

Executive Director / CEO

EIN 300156239

FL · NTEE E60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Janet Galipo, Executive Director / CEO** (\$61,800) against **every comparable organization** that fit the selection criteria — **250** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Janet Galipo — 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 (E60).
BUDGET	Total revenue between \$65,166 and \$145,894 — 0.67x to 1.50x the subject's \$97,263 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**250** organizations qualified on sector, size, and geography → **250** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,139	\$16,305	\$35,321	\$62,226	\$99,953	\$61,800
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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 FL 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="#">Jcahpo Education And Research Foundation</a>	MN	\$96,793	Secretary/ceo	\$29,406	<b>\$30,930</b>	2024
<a href="#">Wheatland Emergency Medical Service</a>	IA	\$96,686	President	\$488	<b>\$554</b>	2025
<a href="#">Family Health West Foundation</a>	CO	\$98,173	Lvha President/ceo	\$47,683	<b>\$48,671</b>	2024
<a href="#">Community Health Foundation Of Kay County Inc</a>	OK	\$98,196	Executive Director	\$37,533	<b>\$43,994</b>	2024
<a href="#">Crippled Childrens Relief Association</a>	CA	\$96,049	Treasurer	\$6,000	<b>\$5,515</b>	2024
<a href="#">Minnesota Alliance For Patient Safety</a>	MN	\$98,529	Executive Director	\$58,500	<b>\$61,532</b>	2024
<a href="#">Faith In Action Nfp</a>	IL	\$98,895	Executive Director	\$45,000	<b>\$47,093</b>	2024
<a href="#">Greater Rome Affiliates Inc</a>	NY	\$95,576	Ceo	\$12,528	<b>\$12,051</b>	2024
<a href="#">Southcoast Health Ambassadors Inc</a>	MA	\$95,485	Trustee	\$3,997	<b>\$3,823</b>	2024
<a href="#">Patty Brisben Foundation For Women's Sexual Health</a>	OH	\$95,252	Executive Director	\$34,375	<b>\$38,756</b>	2024
<a href="#">Christian H Buhl Legacy Trust</a>	PA	\$95,171	Executive Director & Cfo	\$23,315	<b>\$24,750</b>	2024
<a href="#">Healthways</a>	CA	\$95,133	Executive Director	\$37,426	<b>\$36,869</b>	2022
<a href="#">Brain Injury Association Of Illinois</a>	IL	\$99,647	Executive Director	\$58,300	<b>\$61,012</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Orchard Hospital Foundation</a>	CA	\$99,952	Hospital Ceo (Thru Aug 2024)	\$22,837	<b>\$20,991</b>	2024
<a href="#">Mothers Hope Foundation</a>	PA	\$100,048	Executive Dir.	\$7,525	<b>\$7,988</b>	2024
<a href="#">The Gaston &amp; Porter Health</a>	DC	\$94,108	President	\$542	<b>\$506</b>	2024
<a href="#">Rivers Health Foundation</a>	WV	\$93,937	President & Ceo Mhn	\$168,499	<b>\$194,205</b>	2024
<a href="#">Doctors Hospital</a>	OH	\$100,765	President/secretary	\$71,646	<b>\$83,163</b>	2023
<a href="#">Beth Israel Deaconess Department Of</a>	MA	\$100,841	Director (Ex-officio) (Hmfp Ceo)	\$109,829	<b>\$105,058</b>	2024
<a href="#">Schc Wbc Prop Corp</a>	CA	\$93,588	Chief Executive Officer	\$72,331	<b>\$68,449</b>	2023
<a href="#">Hunters Point Biomonitoring Foundation Inc</a>	CA	\$93,516	Ceo Pi Secretary	\$36,500	<b>\$33,550</b>	2024
<a href="#">South Carolina Witness Project</a>	SC	\$93,430	President Ceo	\$37,543	<b>\$40,617</b>	2025
<a href="#">Spirits For Smiles Inc</a>	IN	\$93,421	Director, Patient Coordinator	\$666	<b>\$770</b>	2023
<a href="#">International Federation Of Musculoskeletal Research Societies</a>	DC	\$101,324	Ceo	\$105,767	<b>\$98,799</b>	2024
<a href="#">Pittsburgh Emergency Medicine Foundation</a>	PA	\$101,342	Executive Director	\$26,208	<b>\$28,642</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	250 organizations. Compensation range \$475–\$1,786,639; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$97,263); for reference, expenses \$105,551 and assets \$136,861.
ROLE MATCH	Janet Galipo, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	114 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	75 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	44 <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 (Janet Galipo) 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 250 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$61,800 is reasonable (approximately the 75<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.