

Life Services Network Foundation

Executive Director / CEO

EIN 362495443

IL · NTEE P75B

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Angela Schnepf, Executive Director / CEO** (\$31,373) against **every comparable organization** that fit the selection criteria — **401** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

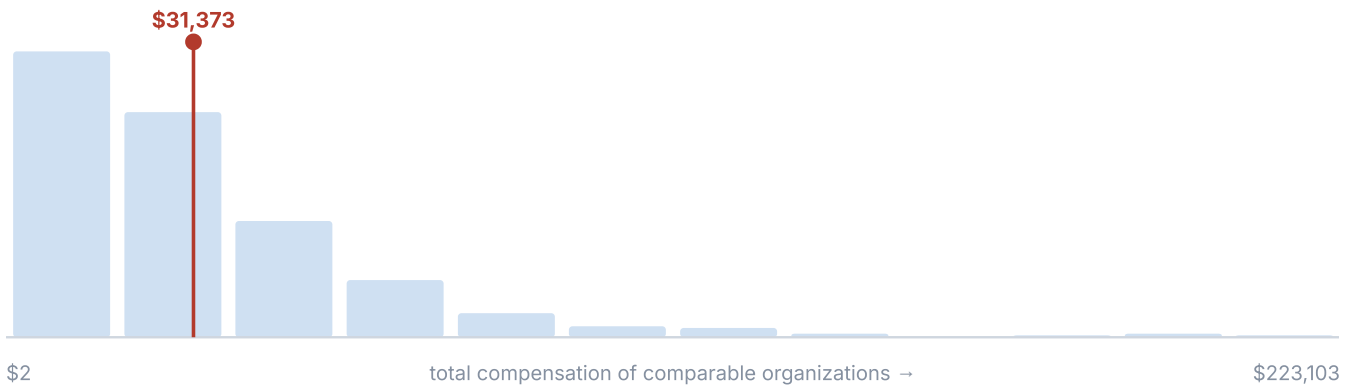
SECTOR Organizations sharing the subject's NTEE classification (P75B).

BUDGET Total revenue between \$46,378 and \$103,833 — 0.67x to 1.50x the subject's \$69,222 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

401 organizations qualified on sector, size, and geography → **401** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,385	\$12,519	\$23,945	\$41,821	\$63,405	\$31,373
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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 IL 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
Creative Housing Bretton Woods	OH	\$69,250	President	\$8,713	\$9,664	2023
Alterra Mountain Company	CO	\$69,315	Foundation Director (Thru 6/24)	\$181,460	\$176,986	2024
Wildcat Ultimate Frisbee	IL	\$69,396	President	\$7,590	\$7,814	2023
Friends Of Gwinnett County Seniors Services Inc	GA	\$69,043	Director	\$2	\$2	2023
La Crosse Area Veterans Mentor Program	WI	\$69,466	Operations Manager	\$16,790	\$17,836	2024
Just Partners Inc	GA	\$68,923	President	\$125,000	\$127,844	2024
Bridging Lives Inc	FL	\$68,750	President	\$22,500	\$21,500	2024
Family Reaching Out Connecting And Supporting Inc	CO	\$68,721	President	\$37,373	\$37,528	2023
Elizabeth Foundation	GA	\$69,744	Founder	\$12,000	\$12,635	2023
Community Help Center Of Ne Tn	TN	\$68,602	Manager	\$8,790	\$9,676	2023
Just Keep Smiling Inc	AL	\$69,842	Founder/dire	\$2,400	\$2,715	2023
Nami Athens Ohio	OH	\$68,490	Exec Director	\$38,730	\$41,725	2024
Creative Housing Beechwood Inc	OH	\$70,035	President	\$9,011	\$9,708	2024
Jng Inc	NY	\$68,380	Chief Executive Officer	\$24,419	\$22,445	2024
The 565 Mayfield Foundation	CA	\$70,154	Assistant Treasurer	\$20,190	\$17,733	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
West Street Corporation	MA	\$68,223	President And Ceo	\$63,709	\$59,953	2023
Handi-crafters' Foundation Inc	PA	\$70,265	Executive Di	\$18,342	\$18,605	2024
Drake Community Development Inc	NC	\$70,334	President	\$22,305	\$23,443	2024
Love The Child	TX	\$70,410	President	\$6,500	\$7,088	2022
Huntsville Commuity Of Hope	AL	\$70,424	President & Director	\$55,000	\$60,439	2024
Anchorage Foundation Inc	FL	\$67,794	Executive Director	\$6,609	\$6,502	2023
Quiet Storm Outreach Group Inc	AL	\$67,713	President	\$2,500	\$2,747	2024
Sequel Inc	SD	\$71,064	Executive Di	\$80,841	\$90,751	2024
Casa De Mariposa	NM	\$67,355	Executive Director	\$6,000	\$6,564	2024
Malayaka House Inc	VT	\$67,288	President	\$35,000	\$35,833	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	401 organizations. Compensation range \$2–\$223,103; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$69,222); for reference, expenses \$31,904 and assets \$557,786. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Angela Schnepf, reported title " <i>PRESIDENT AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	135 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	63 rd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 st

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 (Angela Schnepf) 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 401 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,373 is reasonable (approximately the 63rd 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.