

West Virginia Oral Health Coalition

Executive Director / CEO

EIN 475292760
 WV · NTEE E05
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Gina Sharps, Executive Director / CEO** (\$68,490) against **every comparable organization** that fit the selection criteria — **760** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Gina Sharps — reported title “COORDINATOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E05).
BUDGET	Total revenue between \$127,036 and \$284,409 — 0.67x to 1.50x the subject's \$189,606 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

760 organizations qualified on sector, size, and geography → **760** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,731	\$23,085	\$42,694	\$65,638	\$96,032	\$68,490
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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 WV 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
Higher Ground Healing	CO	\$189,695	President	\$1,500	\$1,328	2024
New Dawn Pregnancy Resource Center Inc	WI	\$189,821	Executive Director	\$49,816	\$49,469	2023
Flint Hills Community Clinic Inc	KS	\$190,080	Clinic Direc	\$72,021	\$73,983	2023
E4 Project Inc	CO	\$190,089	Cofounder/pr	\$67,000	\$61,088	2023
Relevant Pregnancy Options Center	IL	\$190,181	Executive Director	\$53,620	\$48,686	2024
Byron Wellness System Inc	IN	\$190,396	Chief Executive Officer	\$225,488	\$226,105	2023
Chas Health Foundation	WA	\$188,796	Ceo Of The Corporate Member	\$51,463	\$42,554	2024
Two Hearts Pregnancy Care Center	KY	\$190,779	Exec Director	\$33,923	\$34,655	2023
Gifts Of Grace Adoption	IN	\$188,428	Pres/exec Di	\$16,067	\$15,649	2024
New Beginnings Center Of Hope Inc	NY	\$191,119	Ceo	\$85,000	\$73,034	2023
Adirondack-appalachian Regional Ems	NY	\$191,174	Former Sec/treasurer/administrato	\$12,923	\$10,785	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Roane General Hospital Foundation Inc	WV	\$191,571	Chairman/president	\$46,592	\$46,592	2024
Restore Hope	NH	\$191,675	Executive Director	\$90,000	\$74,774	2025
Island Nursing Home Inc	ME	\$191,788	Finance Cont	\$63,336	\$58,574	2024
New Mexicare	NM	\$187,361	President	\$2,400	\$2,384	2024
North Wayne Ambulance Service	IL	\$192,487	Sec/treas Asst Coordinator	\$18,835	\$17,607	2023
The Danielle House Inc	NY	\$192,634	Executive Di	\$36,725	\$31,555	2023
South Dakota Dental Foundation	SD	\$192,664	Executive Director	\$20,075	\$21,067	2023
The Good Shepherd Lutheran Foundation	MN	\$192,667	President/ceo/administrato	\$24,601	\$23,114	2023
Spirit Club Foundation Inc	MD	\$186,405	Executive Director	\$81,300	\$70,199	2024
Clemson Free Clinic	SC	\$186,388	Executive Director	\$35,000	\$33,723	2024
Delray Medical Center Medical Staff Corp	FL	\$192,926	President	\$17,500	\$15,184	2024
Alphas Glory Crisis Pregnancy Center Inc	MD	\$186,229	Executive Director	\$64,971	\$57,757	2023
Sycamore House Pregnancy Center Of Champaign Count	OH	\$186,223	Executive Director	\$34,504	\$33,752	2024
Family Medical Center	AL	\$186,111	Board Vice President And Medical Director	\$28,800	\$29,585	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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	760 organizations. Compensation range \$56–\$910,472; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$189,606); for reference, expenses \$294,602 and assets \$115,501. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Gina Sharps, reported title " <i>COORDINATOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	182 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	35 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	77 th
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	59 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 (Gina Sharps) 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 760 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,490 is reasonable (approximately the 77th 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.