

Christian Pharmacists Fellowship International Inc

Executive Director / CEO

EIN 521419500
 TN · NTEE E66C
 FY ending 2023-12-31
June 13, 2026

This analysis benchmarks the total compensation of **Nena Lindrose, Executive Director / CEO** (\$83,308) against **every comparable organization** that fit the selection criteria — **1281** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

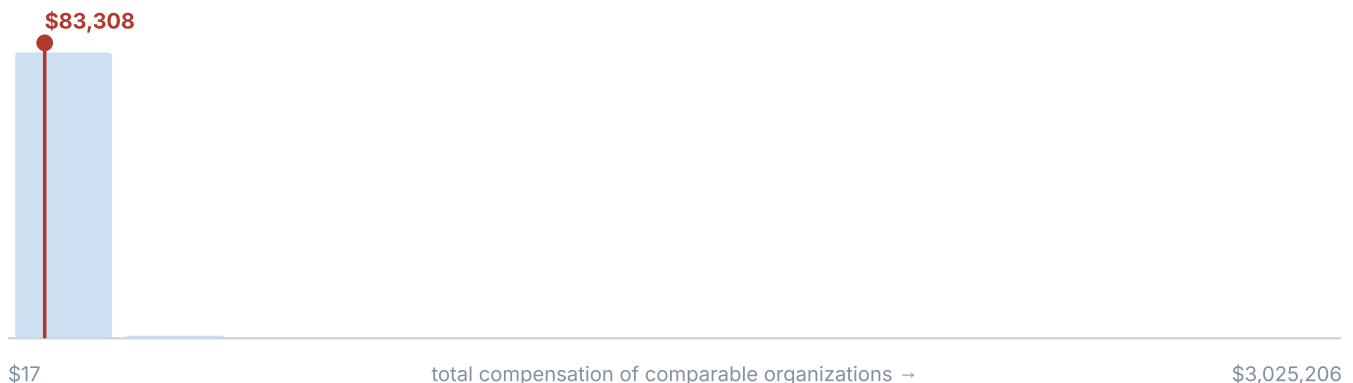
Benchmarked executive: Nena Lindrose — reported title "ADMIN DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E66C).
BUDGET	Total revenue between \$308,535 and \$690,751 — 0.67x to 1.50x the subject's \$460,501 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,281 organizations qualified on sector, size, and geography → **1,281** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,922 10TH	\$34,517 25TH	\$58,638 MEDIAN	\$84,745 75TH	\$124,989 90TH	\$83,308 THIS ORG · 74TH
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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 TN 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
Dartmouth-hitchcock Medical Center	NH	\$460,431	Trustee / Ex-officio Ceo	\$47,441	\$41,674	2023
Still Waters Equestrian Academy	NE	\$459,592	Director	\$55,520	\$55,180	2024
Brain Support Network	CA	\$458,964	President/ceo	\$103,667	\$82,718	2024
The Greene Foundation	CA	\$458,754	Executive Director	\$69,000	\$55,056	2024
Bionic Project Inc	MA	\$458,663	Executive Director	\$95,255	\$79,097	2024
Bmc Integrated Care Services Inc	MA	\$462,352	Director	\$180,077	\$149,531	2024
Ksb Hospital Foundation	IL	\$458,327	President/ceo	\$35,884	\$33,562	2023
Slamt1d Inc	VT	\$462,702	Chief Executive Officer	\$106,676	\$99,217	2024
Dungeness Valley Health & Wellness	WA	\$458,237	Executive Director	\$42,854	\$36,501	2023
Cato Ira Meridian Victory Ambulance	NY	\$462,768	President	\$6,132	\$5,120	2024
The Barn At Spring Brook Farm Inc	PA	\$458,188	Vice Preside	\$1,710	\$1,576	2024
Burn Prevention Network	PA	\$458,172	Executive Di	\$113,802	\$104,868	2024
Open Notebook Inc	WI	\$462,870	President	\$121,750	\$120,965	2023
Community Care Ministries Inc	KS	\$458,115	Ceo	\$73,366	\$71,352	2025
Fresno-madera Medical Society	CA	\$463,015	Executive Dir.	\$144,602	\$118,789	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lets Smile	MN	\$457,806	Executive Director	\$74,250	\$67,796	2024
Lightpath Health	TX	\$463,502	Executive Director	\$147,352	\$136,203	2024
Ronald Mcdonald House Trust Fund	KY	\$457,279	Chief Executive Officer	\$31,964	\$31,733	2024
Women's Resource Center Of Northeas	WY	\$457,254	Ceo	\$75,314	\$74,523	2024
Marys Houseof Louisiana Inc	LA	\$456,446	Executive Dir.	\$66,803	\$69,980	2023
Aunt Susie's Cancer Wellness Center	OH	\$464,586	President & Ceo (Began Aug 2024)	\$5,292	\$5,179	2024
Immunize Kansas Coalition Inc	KS	\$456,322	Former Exec Director	\$63,075	\$61,344	2025
In The Pink Boutique Inc	FL	\$455,848	Ceo & Direct	\$40,200	\$34,897	2024
Hospital Foundation Of Crawford County	IA	\$465,280	President/ccmh Ceo	\$120,532	\$121,952	2024
Parents And Friends Of Children	AR	\$465,334	Executive Director	\$114,680	\$122,635	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 1281 organizations. Compensation range \$17–\$3,025,206; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$460,501); for reference, expenses \$174,853 and assets \$1,123,356. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Nena Lindrose, reported title "ADMIN DIRECTOR", 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	295 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	63 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	74 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	56 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 (Nena Lindrose) 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 13, 2026, comparing compensation against 1281 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,308 is reasonable (approximately the 74th 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 13, 2026.