

# Anderson-oconee Speech & Hearing

Executive Director / CEO

EIN 591173611

SC · NTEE E56Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Shanna Schmutte, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **797** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 81<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Shanna Schmutte — reported title "EXEC. DIR.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (E56Z).

**BUDGET** Total revenue between \$131,147 and \$293,614 — 0.67x to 1.50x the subject's \$195,743 (the band tightens as size grows).

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

**797** organizations qualified on sector, size, and geography

→ **797** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,538

\$25,642

\$47,182

\$71,066

\$106,883

**\$80,000**



## ● 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 SC 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="#">Tandem Community Birth Center And</a>	IN	\$195,425	President	\$17,421	<b>\$18,076</b>	2024
<a href="#">Sharing Down Syndrome Arizona Inc</a>	AZ	\$195,195	Executive Director	\$36,504	<b>\$35,563</b>	2023
<a href="#">Eaton Community Health</a>	MI	\$196,372	Executive Director	\$109,990	<b>\$111,701</b>	2024
<a href="#">The Committee To Reduce Infection</a>	CT	\$196,577	Chairman	\$118,800	<b>\$109,596</b>	2024
<a href="#">Houston County Volunteer Medical Clinic</a>	GA	\$196,630	Director	\$51,865	<b>\$51,310</b>	2024
<a href="#">Cherokee Pregnancy Center Incorp</a>	SC	\$194,745	Executive Di	\$41,202	<b>\$42,292</b>	2024
<a href="#">Famohio Inc</a>	OH	\$194,743	Event Coordinator	\$20,000	<b>\$20,842</b>	2024
<a href="#">Lawndale Christian Supporting</a>	IL	\$194,660	President	\$17,947	<b>\$17,360</b>	2024
<a href="#">Nh Oral Health Coalition</a>	NH	\$194,558	Executive Dir.	\$79,425	<b>\$72,158</b>	2024
<a href="#">The Abstinence &amp; Marriage Education Partnership</a>	IL	\$194,423	Executive Director	\$85,500	<b>\$80,572</b>	2025
<a href="#">District 7 Hospital Emergency Planning</a>	IN	\$197,219	Non-voting Treasurer/fisca	\$54,158	<b>\$56,194</b>	2024
<a href="#">His Healing Hands Urgent Care</a>	MI	\$194,265	President	\$53,000	<b>\$53,824</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Turning Point Seattle DbA Canopy</a>	WA	\$194,170	Executive Director	\$99,447	<b>\$87,603</b>	2024
<a href="#">Cecil County Pregnancy Center</a>	MD	\$197,564	Director	\$31,674	<b>\$29,136</b>	2024
<a href="#">Earthwide Surgical Foundation</a>	MO	\$193,913	President	\$80,000	<b>\$85,831</b>	2023
<a href="#">Potosi Rescue Squad Inc</a>	WI	\$193,676	Chief	\$3,190	<b>\$3,278</b>	2024
<a href="#">Smile For A Lifetime Inc</a>	CO	\$193,645	Executive Dir.	\$79,200	<b>\$74,722</b>	2024
<a href="#">Crh Health Services Inc</a>	GA	\$197,928	President/ceo Of Crmc	\$19,533	<b>\$19,324</b>	2024
<a href="#">Sarah Bush Lincoln Health</a>	IL	\$198,253	Dir Voluntee	\$24,638	<b>\$23,832</b>	2024
<a href="#">Ifh Foundation</a>	NY	\$198,527	President	\$37,631	<b>\$33,458</b>	2024
<a href="#">Delray Medical Center Medical Staff Corp</a>	FL	\$192,926	President	\$17,500	<b>\$16,175</b>	2024
<a href="#">East Texas Alzheimer's Alliance</a>	TX	\$198,795	Executive Di	\$54,000	<b>\$53,148</b>	2024
<a href="#">The Good Shepherd Lutheran Foundation</a>	MN	\$192,667	President/ceo/administrato	\$24,601	<b>\$24,624</b>	2023
<a href="#">South Dakota Dental Foundation</a>	SD	\$192,664	Executive Director	\$20,075	<b>\$22,443</b>	2023
<a href="#">The Danielle House Inc</a>	NY	\$192,634	Executive Di	\$36,725	<b>\$33,616</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC cost of living and 2025 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 SC 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](https://peerbasis.org/methodology).

### ● Sample, role match & sensitivity

PEER COUNT	797 organizations. Compensation range \$60–\$969,947; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$195,743); for reference, expenses \$186,644 and assets \$58,764.
ROLE MATCH	Shanna Schmutte, reported title "EXEC. DIR.", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	188 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	42 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	79 <sup>th</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Shanna Schmutte) 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 797 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 81<sup>st</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.