

Helping Hands Clinic Inc

Executive Director / CEO

EIN 593716775

FL · NTEE E32

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Brendan Shortley, Executive Director / CEO** (\$101,000) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

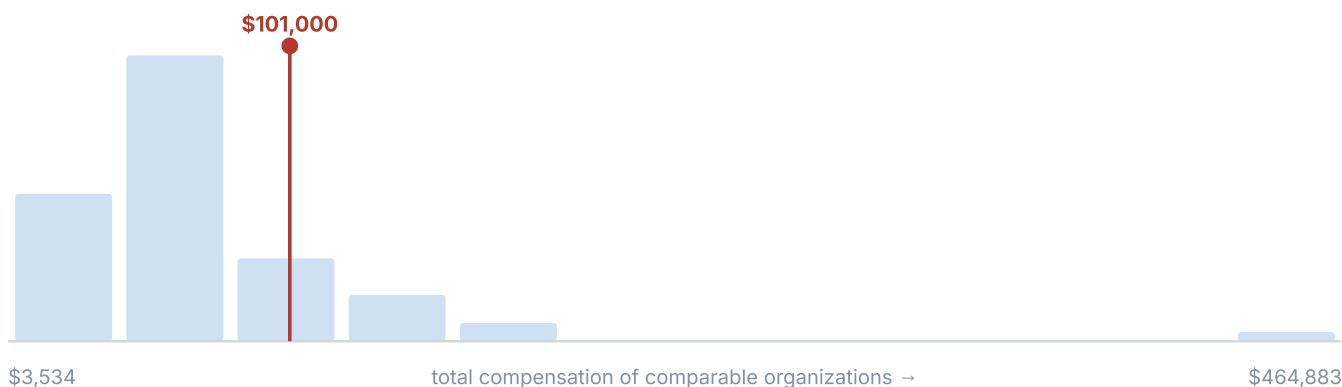
Benchmarked executive: Brendan Shortley — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E32).
BUDGET	Total revenue between \$156,677 and \$350,770 — 0.67x to 1.50x the subject's \$233,847 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

64 organizations qualified on sector, size, and geography → **64** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,684	\$41,068	\$60,567	\$81,954	\$121,107	\$101,000
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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
Kaufman Christian Help Center Inc	TX	\$235,099	Executive Director	\$58,530	\$62,324	2023
Troup Cares Inc	GA	\$231,158	Executive Di	\$99,000	\$102,922	2024
Hope Clinic Of Ross County Inc	OH	\$225,810	Co-director	\$21,703	\$23,154	2025
A Community Clinic	PA	\$242,402	Director	\$49,825	\$51,374	2024
Broadway Youth Center Support Corporation	IL	\$243,000	Treasurer	\$19,488	\$20,394	2023
Shepherd's Hand Free Clinic Inc	MT	\$222,642	Executive Director	\$59,629	\$66,458	2024
Kansas City Free Eye Clinic	MO	\$246,219	Executive Director	\$67,160	\$73,547	2024
Titusville Health Services Inc	PA	\$247,386	Ceo/president	\$72,034	\$76,467	2023
St Francis Mission Dental Clinic	SD	\$248,673	President	\$3,097	\$3,534	2024
Prototype Health Inc	AZ	\$249,080	Executive Dir.	\$78,000	\$79,852	2023
Harrisburg Family Health Care Inc	GA	\$216,257	Staff	\$115,000	\$119,556	2024
Naturopaths International	AZ	\$252,303	President	\$44,966	\$44,713	2024
The Poore Medical Clinic Inc	AZ	\$252,786	Executive Dir.	\$43,134	\$44,158	2023
Southern Sudan Health Care Organization	MI	\$253,349	President And Executive Officer	\$71,757	\$76,579	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Serving Hands Medical Center Npc	WA	\$212,746	Executive Director And President	\$93,500	\$89,109	2023
Park Place Health & Dental Clinic	VA	\$212,210	Executive Di	\$49,680	\$49,597	2024
Caring Hearts Free Clinic Of Patrick County Inc	VA	\$256,701	Executive Director	\$42,782	\$43,972	2023
Virginia United Incorporated	VA	\$210,745	Treasurer	\$22,166	\$22,782	2023
Healing Health Care Center Inc	FL	\$210,350	President/director	\$50,050	\$48,614	2024
Antelope Valley Pregnancy Care Center &	CA	\$260,509	Executive Dir.	\$68,966	\$61,573	2024
Mayfair Women's Clinic Inc	FL	\$261,061	Executive Director	\$74,000	\$71,877	2024
Trinity Community Care Inc	MI	\$204,952	Executive Director	\$68,499	\$75,262	2023
Living Hope Clinical Foundation Inc	CA	\$204,620	Officer	\$138,000	\$123,208	2024
Grace In Healing Hands	TX	\$203,676	President	\$20,748	\$21,459	2024
Trinity Health Ministries Inc	TN	\$264,143	Executive Di	\$51,254	\$57,349	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 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 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.

Sample, role match & sensitivity

PEER COUNT	64 organizations. Compensation range \$3,534–\$464,883; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$233,847); for reference, expenses \$216,958 and assets \$190,858.
ROLE MATCH	Brendan Shortley, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	83 rd
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	69 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 (Brendan Shortley) 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 10, 2026, comparing compensation against 64 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,000 is reasonable (approximately the 83rd 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 10, 2026.