

Family Healthcare Clinic Inc

Executive Director / CEO

EIN 731127543

OK · NTEE E32

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Janice Shippy, Executive Director / CEO** (\$32,103) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Janice Shippy — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

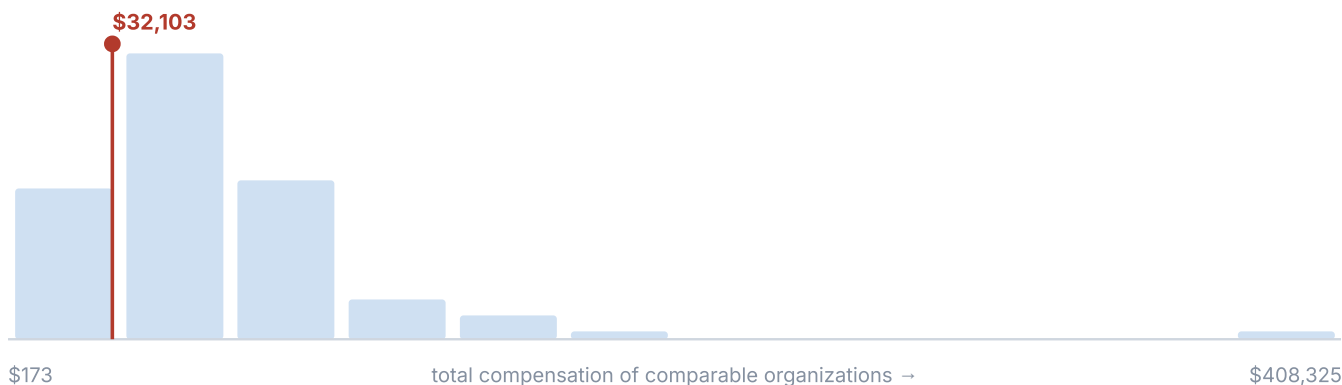
SECTOR Organizations sharing the subject's NTEE classification (E32).

BUDGET Total revenue between \$221,575 and \$496,063 — 0.67x to 1.50x the subject's \$330,709 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

85 organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,551	\$37,046	\$56,143	\$78,859	\$109,650	\$32,103
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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 OK 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
Knapp Medical Group	TX	\$331,952	Ceo/president (Regional)	\$39,610	\$37,046	2023
Ouachita County Medical Services	AR	\$332,406	Physician	\$400,001	\$408,325	2024
Allen Fam Hc Svc Llc	GA	\$334,615	Officer	\$89,518	\$84,156	2023
The Mobile Ministry Of Dentistry	TN	\$324,800	Executive Di	\$148,711	\$141,959	2024
Countryside Christian Community	PA	\$338,648	President Ceo	\$13,200	\$12,308	2023
Asian Medical Clinic Of Fremont	CA	\$320,464	Cfo	\$140,000	\$106,957	2025
Phxca Inc	AZ	\$319,672	President	\$105,913	\$92,504	2024
Madison Free Clinic Inc	VA	\$319,482	Executive Di	\$60,084	\$54,242	2023
Snake River Community Clinic Inc	ID	\$343,542	Executive Director	\$62,751	\$60,623	2024
Shared Christian Ministries	TX	\$343,961	Executive Director	\$80,000	\$74,822	2023
Providence Medical Clinic Of	TN	\$345,379	Office Admin	\$54,563	\$52,086	2024
Free Medical Clinic Of Aiken County Inc	SC	\$311,234	Executive Dir.	\$80,962	\$76,705	2024
Waco Birth Center And Clinic	TX	\$352,734	President	\$66,100	\$60,048	2024
Helpcare Clinic	NE	\$308,480	Executive Di	\$80,559	\$78,688	2024
Gillette Reproductive Health	WY	\$353,765	Executive Di	\$93,497	\$90,923	2024
Community Care Clinic Of	NC	\$353,948	Executive Di	\$60,500	\$56,771	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hands Of Hope Medical Clinic Inc	NC	\$307,418	Executive Director	\$95,134	\$89,270	2024
Synapse Human Performance Centers	TX	\$306,713	President	\$57,587	\$52,314	2024
Susan Dew Hoff Memorial Clinic Inc	WV	\$355,326	Board Member	\$30,000	\$29,499	2024
Kidney Care Services Of Humboldt Corp	CA	\$305,821	Executive Dir.	\$24,875	\$19,507	2024
Boise Acupuncture Cooperative Inc	ID	\$356,444	Vice President	\$59,885	\$57,854	2024
Samaritans Touch Care Center Inc	FL	\$358,475	Executive Director	\$35,817	\$30,557	2024
Montgomery County Free Clinic Inc	IN	\$302,118	Executive Director	\$38,574	\$36,942	2024
Chandler Care Center	AZ	\$361,139	Exec Director	\$39,681	\$35,681	2023
Jonesboro Church Health Center Inc	AR	\$297,631	Executive Director	\$54,725	\$55,864	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 85 organizations. Compensation range \$173–\$408,325; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$330,709); for reference, expenses \$401,065 and assets \$251,216.

ROLE MATCH	Janice Shippy, 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	20 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	14 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 (Janice Shippy) 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 85 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,103 is reasonable (approximately the 20th 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.