

# Legacy Home And Respite Care Foundation Inc

Executive Director / CEO

EIN 931957321

WI · NTEE E86

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shanelle Snowden, Executive Director / CEO** (\$26,323) against **every comparable organization** that fit the selection criteria — **277** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Shanelle Snowden — 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 (E86).
BUDGET	Total revenue between \$70,805 and \$158,520 — 0.67x to 1.50x the subject's \$105,680 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**277** organizations qualified on sector, size, and geography → **277** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$6,544</b> 10TH	<b>\$16,817</b> 25TH	<b>\$32,770</b> MEDIAN	<b>\$55,499</b> 75TH	<b>\$91,790</b> 90TH	<b>\$26,323</b> THIS ORG · 39TH
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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 WI 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="#">Power To Save A Life Inc</a>	MN	\$105,552	President	\$46,252	<b>\$42,505</b>	2024
<a href="#">Panhandle Breast Health</a>	TX	\$105,376	Executive Di	\$57,792	<b>\$53,766</b>	2024
<a href="#">Rushford Foundation Inc</a>	CT	\$106,059	Director	\$64,726	<b>\$56,443</b>	2024
<a href="#">Promedica Monroe Cardiology</a>	OH	\$106,175	Trustee/ceo	\$14,012	<b>\$13,803</b>	2024
<a href="#">Chime Education Foundation</a>	MI	\$106,226	President & Ceo	\$94,461	<b>\$90,680</b>	2024
<a href="#">Southeast Holdings Inc</a>	AZ	\$105,000	Ceo	\$57,526	<b>\$51,455</b>	2024
<a href="#">John P Murray Community Care Clinic Inc</a>	NC	\$107,048	Executive Director	\$159,302	<b>\$153,088</b>	2024
<a href="#">Beth Israel Deaconess Department Of</a>	MA	\$103,817	Director (Ex-officio) (Hmfp Ceo)	\$109,829	<b>\$91,790</b>	2024
<a href="#">Och Holdings</a>	TX	\$107,867	Director & President	\$234,201	<b>\$217,887</b>	2024
<a href="#">Well-help Inc</a>	OH	\$107,883	Office Coordinator	\$12,439	<b>\$12,253</b>	2024
<a href="#">Healthstar Network Inc</a>	NY	\$107,918	Chair	\$621,943	<b>\$522,692</b>	2024
<a href="#">Mt Hope Ems Inc</a>	KS	\$103,327	Service Dire	\$1,200	<b>\$1,241</b>	2023
<a href="#">Hudson Headwaters Supporting Corp</a>	NY	\$108,166	Director	\$86,967	<b>\$73,089</b>	2024
<a href="#">Dentmed Inc</a>	MD	\$108,200	Business Manager	\$5,000	<b>\$4,348</b>	2024
<a href="#">Nmc Services Inc</a>	TN	\$102,968	Chief Wind-down Officer	\$12,638	<b>\$12,355</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nassau-suffolk Hospital Shared Services</a>	NY	\$108,442	President/Chief Executive Officer	\$36,392	<b>\$30,585</b>	2024
<a href="#">Saint Alphonsus Foundation-baker City</a>	OR	\$108,490	Secretary; Regional Phil Specialist	\$14,767	<b>\$13,131</b>	2023
<a href="#">Lifeguard</a>	CO	\$102,866	Executive Director	\$36,632	<b>\$32,669</b>	2024
<a href="#">Idaho Alliance Of Leaders In Nursinginc</a>	ID	\$102,855	Executive Dir.	\$14,375	<b>\$14,223</b>	2024
<a href="#">One Patient - Global Health</a>	IL	\$108,630	Vice President	\$71,500	<b>\$67,307</b>	2023
<a href="#">Sheffield Area Medical Center Inc</a>	PA	\$108,890	Executive Director	\$17,612	<b>\$16,817</b>	2023
<a href="#">Chc Holdings Inc</a>	MA	\$102,000	Chief Executive Officer	\$36,474	<b>\$30,484</b>	2024
<a href="#">Community Emergency Medical</a>	AZ	\$109,427	Director	\$96,000	<b>\$85,867</b>	2024
<a href="#">Signature Healthcare Urgent Care Inc</a>	MA	\$109,501	Pres., clerk, ceo	\$66,406	<b>\$55,499</b>	2024
<a href="#">Centro De Apoyo Integrado Y Kinesiologia Energetic</a>	PR	\$109,815	Executive Director	\$36,254	<b>\$35,214</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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    **277** organizations. Compensation range \$415–\$1,561,004; filing years 2022–2025.

SIZE BASIS     Matched on total revenue (\$105,680); for reference, expenses \$108,530 and assets \$-2,850.

ROLE MATCH	Shanelle Snowden, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	122 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	24 <sup>th</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 (Shanelle Snowden) 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 277 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,323 is reasonable (approximately the 39<sup>th</sup> 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.