

Living Hope Clinical Foundation Inc

Executive Director / CEO

EIN 954795663

CA · NTEE E32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Sheneberger, Executive Director / CEO** (\$138,000) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Robert Sheneberger — reported title "Officer", 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 (E32).

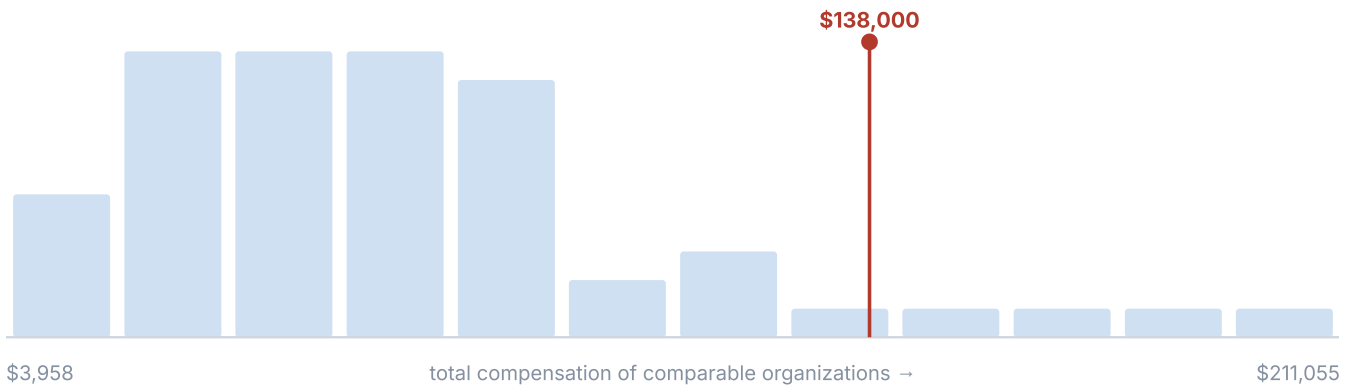
BUDGET Total revenue between \$137,095 and \$306,930 — 0.67x to 1.50x the subject's \$204,620 (the band tightens as size grows).

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

54 organizations qualified on sector, size, and geography

→ **54** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$22,774

\$34,875

\$59,705

\$85,310

\$116,388

\$138,000



● 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 CA 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
Trinity Community Care Inc	MI	\$204,952	Executive Director	\$68,499	\$84,297	2023
Grace In Healing Hands	TX	\$203,676	President	\$20,748	\$24,035	2024
Healthcare Education Research And	IL	\$202,785	Director Of Development & Programs	\$59,834	\$70,134	2023
Project Care Free Clinic	MN	\$202,654	Executive Director	\$52,192	\$61,488	2023
Tuscarawas Clinic For The	OH	\$201,827	Secretary	\$68,219	\$86,148	2023
Healing Health Care Center Inc	FL	\$210,350	President/director	\$50,050	\$54,451	2024
Virginia United Incorporated	VA	\$210,745	Treasurer	\$22,166	\$25,518	2023
Crh Health Services Inc	GA	\$197,928	President/ceo Of Crmc	\$19,533	\$22,745	2024
Park Place Health & Dental Clinic	VA	\$212,210	Executive Di	\$49,680	\$55,551	2024
Serving Hands Medical Center Npc	WA	\$212,746	Executive Director And President	\$93,500	\$99,808	2023
Harrisburg Family Health Care Inc	GA	\$216,257	Staff	\$115,000	\$133,909	2024
Shepherd's Hand Free Clinic Inc	MT	\$222,642	Executive Director	\$59,629	\$74,437	2024
Family Medical Center	AL	\$186,111	Board Vice President And Medical Director	\$28,800	\$37,097	2023
Hope Clinic Of Ross County Inc	OH	\$225,810	Co-director	\$21,703	\$25,935	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dpc Education Center	DC	\$180,530	Chief Executive Officer	\$52,520	\$53,373	2024
Troup Cares Inc	GA	\$231,158	Executive Di	\$99,000	\$115,278	2024
Check By 7 Inc	FL	\$176,125	Secretary/treasurer	\$25,492	\$28,553	2023
Helping Hands Clinic Inc	FL	\$233,847	Executive Director	\$101,000	\$113,125	2023
Shifa Community Clinic	CA	\$174,638	Board Member	\$15,525	\$15,984	2023
Kaufman Christian Help Center Inc	TX	\$235,099	Executive Director	\$58,530	\$69,806	2023
Heart Mountain Volunteer Med Clini	WY	\$169,204	Executive Di	\$42,481	\$52,680	2024
A Community Clinic	PA	\$242,402	Director	\$49,825	\$57,541	2024
Broadway Youth Center Support Corporation	IL	\$243,000	Treasurer	\$19,488	\$22,843	2023
St Lukes Episcopal Mobile Medical	LA	\$164,865	Executive Director	\$32,500	\$42,668	2023
Kansas City Free Eye Clinic	MO	\$246,219	Executive Director	\$67,160	\$82,377	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **54** organizations. Compensation range \$3,958–\$211,055; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$204,620); for reference, expenses \$214,776 and assets \$35,182.

ROLE MATCH Robert Sheneberger, reported title *"Officer"*, 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 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	93 rd
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	80 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 (Robert Sheneberger) 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 54 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$138,000 is reasonable (approximately the 93rd 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.