

Island Health & Wellness Foundation

Executive Director / CEO

EIN 016022815
 ME · NTEE E22Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Anne West, Executive Director / CEO** (\$33,121) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Anne West — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E22Z).
BUDGET	Total revenue between \$171,479 and \$383,910 — 0.67x to 1.50x the subject's \$255,940 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E22), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,128	\$27,384	\$62,052	\$100,160	\$132,394	\$33,121
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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 ME 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
Indiana Healthcare Properties	PA	\$257,120	President/ceo & Chairman	\$42,593	\$42,418	2023
Cmc Missoula Inc	MT	\$262,282	Board Chair	\$5,000	\$5,229	2024
Healthalliance Foundation Inc	NY	\$263,181	Ceo (Effective July 2023) Ex Officio	\$80,777	\$72,894	2023
Grand Itasca Foundation	MN	\$272,620	Foundation Director	\$41,339	\$39,623	2024
Educational Foundation Of The Texas Hotel & Lodging Asso	TX	\$276,183	Executive Director	\$118,444	\$114,928	2024
Auxiliary Of Monongalia General Hospital	WV	\$232,855	Pres/ceo, Mon Health Systems	\$36,373	\$39,330	2023
Community Howard Regional	IN	\$279,133	Foundation Director	\$41,880	\$44,106	2023
Gesundheit Institute	IL	\$281,238	Executive Director	\$64,500	\$65,922	2022
Mercy Health Foundation Fort Scott	KS	\$288,960	President	\$84,648	\$91,326	2023
The Medical Center Auxiliary Inc	GA	\$290,180	Director	\$155,492	\$151,656	2024
Medical And Dental Staff Of Holy Cross	MD	\$219,857	President	\$50,000	\$45,344	2024
Burgess Foundation	IA	\$219,525	President/ceo - Bhc Thru 6/2023	\$21,165	\$23,143	2023
Upmc Pinnacle Lancaster	PA	\$216,898	President & Coo	\$124,650	\$124,139	2023
Health Development Corporation	IN	\$215,119	President	\$27,580	\$28,213	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kimball Hospital Foundation	NE	\$298,679	Executive Director	\$5,709	\$5,956	2024
Carrie Tingley Hospital Foundation	NM	\$304,234	Executive Di	\$116,064	\$121,089	2024
Sarah Bush Lincoln Health	IL	\$198,253	Dir Voluntee	\$24,638	\$23,495	2024
Herkimer County Health Network Inc	NY	\$318,618	Executive Director	\$89,565	\$78,506	2024
Greene Foundation	OH	\$321,533	Ceo	\$190,042	\$195,247	2024
Share Foundation Of Community Hospitals	OH	\$184,367	Director/regional Market President	\$75,084	\$77,141	2024
Ventura County Medical Resource	CA	\$327,846	Ceo	\$144,088	\$120,689	2024
Scott & White Foundation Brenham	TX	\$330,072	President/ceo	\$19,113	\$19,093	2023
Massena Hospital Foundation Inc	NY	\$333,126	Executive Director	\$66,376	\$58,181	2024
Greene County General Hospital Foundation	IN	\$173,967	Foundation Director	\$89,500	\$91,552	2024
Scheurer Hospital Foundation	MI	\$356,268	Md/ceo Sh	\$19,625	\$19,143	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 28 organizations. Compensation range \$5,229–\$3,175,649; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$255,940); for reference, expenses \$279,968 and assets \$2,503,009.
ROLE MATCH	Anne West, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	29 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	7 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 (Anne West) 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 28 similarly situated organizations (Same NTEE sector (E22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,121 is reasonable (approximately the 29th 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.