

Central Ohio Health & Wellness Center Inc

Executive Director / CEO

EIN 204826264

OH · NTEE F32

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Nancy A Nardis, Executive Director / CEO** (\$26,000) against **every comparable organization** that fit the selection criteria — **481** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

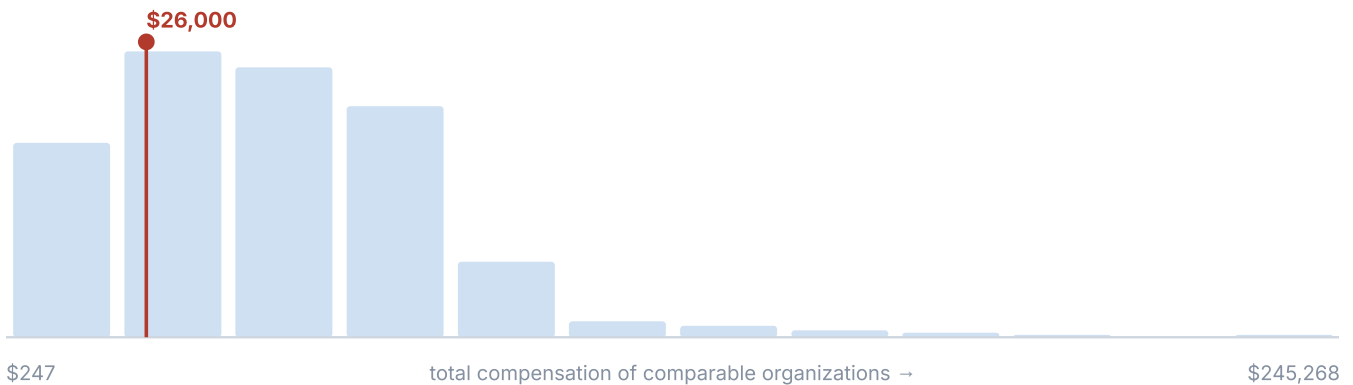
Benchmarked executive: Nancy A Nardis — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F32).
BUDGET	Total revenue between \$133,044 and \$297,861 — 0.67x to 1.50x the subject's \$198,574 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

481 organizations qualified on sector, size, and geography → **481** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,243	\$26,849	\$44,483	\$65,203	\$84,401	\$26,000
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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 OH 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
The Mental Health Association	NC	\$198,016	Executive Di	\$87,185	\$82,862	2025
Epperson Ministries Inc	TN	\$197,840	President	\$11,500	\$11,750	2023
There Is Victory In Jesus Recovery	TX	\$199,477	Secretary	\$12,162	\$11,486	2024
Hope For Appalachia Incorporated	WV	\$197,241	Director Of Development	\$26,980	\$27,581	2024
Addicted Nation Solutions	AZ	\$197,019	Ceo	\$150,000	\$140,225	2023
Friendship Place Inc	WI	\$200,230	Executive Director	\$81,090	\$79,958	2024
Second Mile Psychological And Consulting	NM	\$200,394	President	\$162,136	\$164,647	2024
Mindfulness And Positivity Project	CO	\$200,477	Executive Director	\$45,800	\$42,689	2023
National Psychological Assn	NY	\$196,661	Executive Director	\$115,370	\$98,429	2024
Angels Of Mercy Inc	NY	\$200,555	President	\$48,925	\$41,741	2024
The Childrens Treehouse Foundation	CO	\$196,554	Executive Director	\$100,000	\$90,533	2024
Capstone Recovery Center Inc	NC	\$201,000	President-executive Director	\$36,040	\$36,198	2023
Community Living Above	OR	\$201,413	Board Director And Executive Director	\$73,481	\$64,427	2024
Family & Children Counseling Service	CA	\$201,508	Ceo	\$77,300	\$63,021	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mountain Wellness Associates	NH	\$195,306	Ceo & President	\$72,000	\$64,624	2023
Helping Kids To Recover Inc	CA	\$195,142	Ceo	\$10,000	\$8,393	2023
New Life Behavioral Health Services	MD	\$202,027	Executive Director	\$33,078	\$29,198	2024
Rzp Foundation Inc	OH	\$195,108	Former Ed	\$42,500	\$42,500	2024
Oasis Recovery Community	GA	\$202,208	Secretary/tr	\$18,200	\$20,000	2021
One Bridge To Hope Inc	KY	\$202,538	Director	\$39,700	\$41,460	2023
Teen Challenge Of Baltimore Inc	MD	\$194,438	Executive Dir.	\$21,500	\$18,978	2024
Hillside Wellness Center	CA	\$194,204	Cfo And Ceo	\$15,938	\$12,994	2024
Stars And Strides Therapeutic	WV	\$194,169	Executive Di	\$8,840	\$9,037	2024
Solutions Oriented Addiction Response	WV	\$203,111	Co-director	\$38,998	\$41,044	2023
Prepare To Change Child And Family	CA	\$203,133	President/ce	\$6,200	\$5,055	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **481** organizations. Compensation range \$247–\$245,268; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$198,574); for reference, expenses \$189,974 and assets \$27,871.
ROLE MATCH	Nancy A Nardis, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	24 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	20 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 (Nancy A Nardis) 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 481 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,000 is reasonable (approximately the 24th 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.