

Wellness Tree Community Clinic

Executive Director / CEO

EIN 261249939
 ID · NTEE E300
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Tamara Harmon, Executive Director / CEO** (\$82,987) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Tamara Harmon — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E300).
BUDGET	Total revenue between \$153,719 and \$344,148 — 0.67x to 1.50x the subject's \$229,432 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E30), nationwide + budget 0.67–1.5x revenue.

45 organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,757	\$38,935	\$55,352	\$73,279	\$134,131	\$82,987
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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 ID 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
Northeastern Anesthesia Of New Jersey Pc	NY	\$228,503	Ceo	\$70,612	\$63,386	2023
Excellent Inc	MI	\$233,029	Administrator/president	\$76,000	\$77,928	2023
Park Street Healthshare Inc	VT	\$244,879	Executive Dir.	\$65,666	\$65,659	2023
Healthy Smiles For Me Inc	ME	\$247,654	Director	\$35,000	\$33,817	2024
Occupational And Environmental	RI	\$250,334	Administrator	\$145,206	\$134,349	2024
Main Line Health Integrative And Functional	PA	\$251,842	Chairman & Trustee	\$597,253	\$591,675	2023
The Human Body Shop Inc	NM	\$206,477	Secretary	\$4,783	\$4,964	2024
Good Samaritan Clinic	SC	\$253,198	Executive Director	\$92,000	\$92,610	2024
Dental Care In Your Home Inc	NM	\$253,808	Executive Director	\$43,098	\$46,049	2023
The Metrowest Free Medical Program Inc	MA	\$204,824	Executive Director	\$60,000	\$52,025	2024
Partnership For Healthy Central	OK	\$255,391	Han Program Manager	\$65,877	\$72,061	2023
Wings Of Humanity Inc	AZ	\$255,729	President & Ceo	\$95,004	\$90,765	2023
Home-health Care Partners	NY	\$200,887	Executive Di	\$142,496	\$124,245	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Four Rivers Health Care	OR	\$200,327	Executive Director	\$60,000	\$55,352	2023
Western Maine Multi-medical	ME	\$200,195	Regional President-mountain Region	\$50,167	\$48,471	2024
Leap Pediatric And Adolescent Care	MN	\$259,086	President	\$13,950	\$13,300	2024
Aspirus Medical Group	WI	\$264,621	President & Ceo Aspirus	\$311,110	\$322,771	2023
Smile For A Lifetime Inc	CO	\$193,645	Executive Dir.	\$79,200	\$73,279	2024
Hackett Hemwall Patterson Foundatio	WI	\$268,383	President	\$29,000	\$29,223	2024
Clemson Free Clinic	SC	\$186,388	Executive Director	\$35,000	\$35,232	2024
Willa Carson Health And Wellness Center Inc	FL	\$272,601	Executive Director	\$66,300	\$60,098	2024
Drew Health Foundation	CA	\$185,523	Executive Director	\$29,250	\$24,371	2024
Endorphin Power Company	NM	\$276,372	Executive Di	\$61,316	\$63,634	2024
Clc Transportation Inc	NY	\$181,474	Ceo (Through 9/30/2024)	\$19,131	\$16,681	2024
San Joaquin Family Healthcare	CA	\$279,284	Cfo	\$3,043	\$2,536	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID cost of living and 2025 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 ID 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	45 organizations. Compensation range \$2,536–\$591,675; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$229,432); for reference, expenses \$233,180 and assets \$144,862.
ROLE MATCH	Tamara Harmon, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	80 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	67 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 (Tamara Harmon) 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 45 similarly situated organizations (Same NTEE sector (E30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,987 is reasonable (approximately the 80th 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.