

Well Being Development

Executive Director / CEO

EIN 272987032

MN · NTEE G19

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Katherine Wilkes, Executive Director / CEO** (\$28,700) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

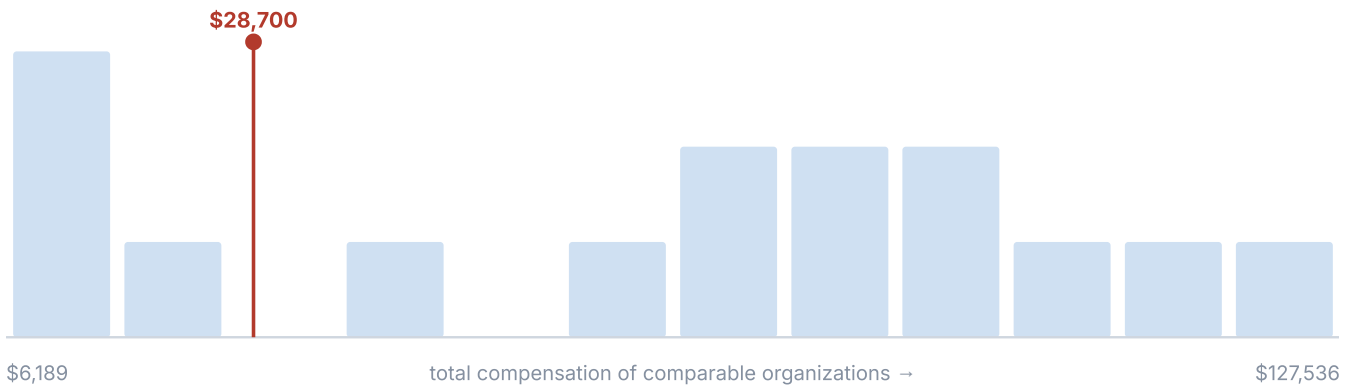
Benchmarked executive: Katherine Wilkes — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G19).
BUDGET	Total revenue between \$231,373 and \$518,001 — 0.67x to 1.50x the subject's \$345,334 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G19), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,615	\$32,749	\$68,123	\$91,428	\$111,308	\$28,700
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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 MN 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
Sarah's House Of Maine	ME	\$351,019	Executive Di	\$64,500	\$67,294	2023
Helene Foundation	NC	\$387,297	Officer	\$79,040	\$82,652	2024
The Cancer Care Fund Of	CT	\$291,325	Executive Dir.	\$6,522	\$6,189	2024
Nightingales Harvest	OH	\$280,595	Ceo	\$14,400	\$15,891	2023
Huntington's Disease Youth Organization	MI	\$415,962	Executive Director	\$110,000	\$114,904	2024
Joe Beretta Foundation	TN	\$271,831	Executive Director	\$62,391	\$66,371	2024
Heartbeat International Foundation Inc	FL	\$266,644	Executive Director	\$100,000	\$95,072	2024
The Tanner Foundation For Neurological	AL	\$264,855	Executive Director	\$62,308	\$68,123	2024
Life's Worc Foundation Inc	NY	\$257,621	Cao/ceo (Eff	\$16,390	\$15,431	2023
International Hyperhidrosis Society	PA	\$250,063	Executive Director	\$126,370	\$127,536	2024
Cancer Support Community - California	CA	\$459,287	Executive Director	\$100,452	\$87,784	2024
Cancer Schmancer Foundation	CA	\$482,878	Executive Dir.	\$117,721	\$105,914	2023
Hcf Supporting Organization	TX	\$485,155	Executive Di	\$24,719	\$25,763	2023
Recovery On Water Inc	IL	\$489,596	Executive Director	\$87,500	\$87,058	2024
Slk Health Services Corporation	MD	\$514,105	Executive Director	\$40,790	\$39,734	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 15 organizations. Compensation range \$6,189–\$127,536; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$345,334); for reference, expenses \$257,754 and assets \$479,603.

ROLE MATCH Katherine Wilkes, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	13 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 (Katherine Wilkes) 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 15 similarly situated organizations (Same NTEE sector (G19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,700 is reasonable (approximately the 27th 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.