

Brunswick Novant Medical Center

Executive Director / CEO

EIN 274616751

NC · NTEE E12

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Margaret Wassum, Executive Director / CEO** (\$14,316) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Margaret Wassum — reported title "EXEC DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E12).

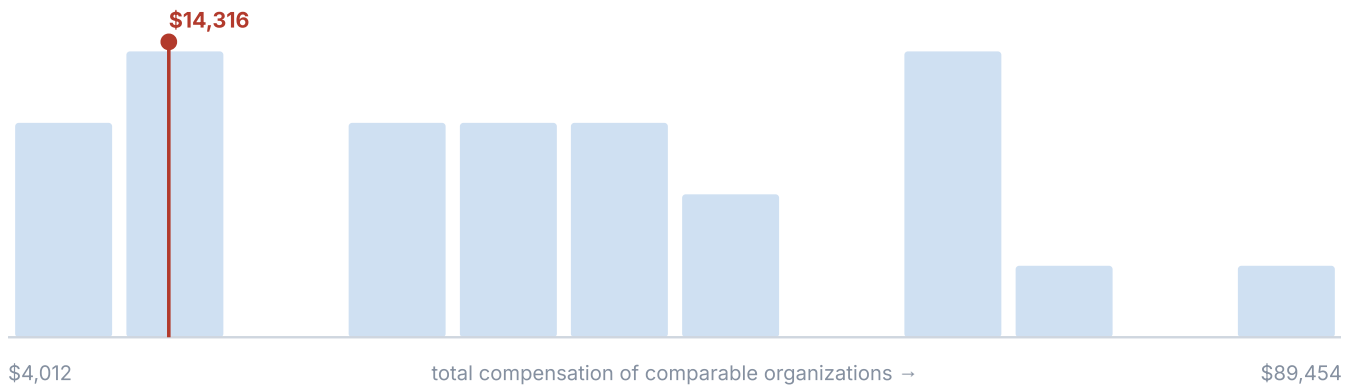
BUDGET Total revenue between \$93,160 and \$208,567 — 0.67x to 1.50x the subject's \$139,045 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,982

\$16,415

\$38,044

\$55,856

\$67,435

\$14,316



■ 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 NC 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
Colorado Safety Net Collaborative	CO	\$138,886	Managing Consultant	\$50,000	\$46,400	2023
Church Home & Hosp Of The City Of	MD	\$132,854	President/director	\$68,921	\$62,360	2023
Legacy Connection	AZ	\$147,848	Director/ceo	\$35,595	\$32,180	2024
Legacy Donor Foundation	LA	\$128,010	Executive Director	\$70,000	\$72,458	2024
Medical Staff Of Englewood Hospital	NJ	\$152,463	President	\$30,000	\$25,923	2023
Living Organ Donor Assistance Fund	CA	\$155,462	Director/ceo	\$77,000	\$64,349	2023
Cooper Trooper Foundation	TN	\$156,117	Executive Director	\$36,000	\$36,623	2023
Upland Hills Health Foundation Inc	WI	\$157,040	President/ceo - Uhh	\$27,818	\$27,310	2024
Circle Of Hope Inc	CA	\$159,841	Ceo	\$45,872	\$37,236	2024
Pcc Foundation	IL	\$166,555	Director, Started Oct 2024	\$4,456	\$4,012	2025
Mariahs Miracle	AZ	\$110,076	Executive Director	\$12,500	\$11,300	2024
Saint Alphonsus Foundation-baker City	OR	\$108,490	Secretary; Regional Phil Specialist	\$14,767	\$13,272	2023
Frank Hadley And Cornelia Root Ginn	OH	\$175,530	Treasurer	\$46,913	\$46,709	2024
Mothers Hope Foundation	PA	\$100,048	Executive Dir.	\$7,525	\$7,054	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tri-county Memorial Foundation Inc	WI	\$178,267	Ceo-bghs	\$68,728	\$67,473	2024
Noise For Now	NM	\$178,767	Executive Dir.	\$64,698	\$67,346	2023
Lancaster Patient Care Center	NH	\$179,000	System Ceo	\$18,318	\$15,900	2024
Community Health Foundation Of Kay County Inc	OK	\$98,196	Executive Director	\$37,533	\$38,851	2024
Kansas Children's Foundation	KS	\$181,090	Executive Director	\$88,083	\$89,454	2024
Creel Family Philanthropies	TX	\$181,568	Executive Di	\$8,496	\$7,989	2024
Tsf Incorporated	DE	\$183,778	President	\$44,200	\$41,885	2023
Lawndale Christian Supporting	IL	\$194,660	President	\$17,947	\$16,586	2024
District 7 Hospital Emergency Planning	IN	\$197,219	Non-voting Treasurer/fisca	\$54,158	\$53,688	2024
Van Sciver Corporation	NJ	\$200,632	President & Ceo	\$59,580	\$51,483	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **24** organizations. Compensation range \$4,012–\$89,454; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$139,045); for reference, expenses \$297,288 and assets \$11,387,558. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Margaret Wassum, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 10 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	21 st
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	0 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 (Margaret Wassum) 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 24 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,316 is reasonable (approximately the 21st 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.