

Health And Wellness Foundation Inc

Executive Director / CEO

EIN 300052194

IL · NTEE E112

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Joann Emge, Executive Director / CEO** (\$30,500) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Joann Emge — reported title “Director of the Board”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E112).

BUDGET Total revenue between \$22,865 and \$51,190 — 0.67x to 1.50x the subject's \$34,127 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,129	\$13,636	\$25,743	\$57,830	\$149,245	\$30,500
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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 IL 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
Promedica Physicians At Home Inc	OH	\$34,196	Ceo And President	\$5,857	\$6,669	2023
Piedmont Virginia Dental Health Foundation	VA	\$34,007	Sec/treasurer	\$19,155	\$19,311	2024
Makenna Foundation Inc	KY	\$33,818	Executive Director	\$17,668	\$20,404	2023
Flury Place Inc	MD	\$34,836	President	\$20,272	\$20,372	2023
Community Health Partners Inc	NC	\$32,954	Executive Dir.	\$30,000	\$32,365	2024
Hshs Wisconsin Medical Group Inc	IL	\$32,821	Ceo Med Group (Until 8/1/22)	\$21,051	\$22,246	2023
Health Quest Home Care Inc (Licensed)	NY	\$35,599	Executive Director Of Hq Home Care	\$31,923	\$30,119	2024
Chilton Memorial Hospital Auxiliary	NJ	\$35,937	Evp-chief Business & Strat	\$406,954	\$390,569	2023
Community Medical Center Foundation	NE	\$32,304	Director	\$57,178	\$64,210	2024
The Ecumenical Center Foundation	TX	\$36,000	Executive Director	\$23,322	\$24,358	2024
Kalispell Regional Medical	MT	\$36,004	System Co-ceo	\$43,294	\$48,725	2024
Tosa Foundation	TX	\$36,125	Director/president	\$20,842	\$21,767	2024
Associated Universities Inc Retiree	DC	\$36,691	Trustee/president	\$68,897	\$63,125	2024
Healthy Futures Armenia Inc	CA	\$37,116	Ceo	\$4,500	\$4,057	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Pike Hospital Association Inc	MS	\$37,500	President	\$18,800	\$21,861	2024
Seattle-king County Dental	WA	\$30,591	Executive Di	\$2,405	\$2,248	2024
Jc Blair Memorial Hospital Foundation	PA	\$37,830	President	\$13,159	\$14,106	2023
Building Health Inc	KS	\$30,317	Chief Executive Officer	\$22,198	\$25,038	2024
Pathcheck Foundation	MA	\$38,200	President	\$33,750	\$31,665	2024
Uab Medical West Contingent Liability	AL	\$30,003	Ceo	\$100,604	\$110,553	2025
Outreach Therapy	PA	\$30,000	Director	\$54,410	\$56,652	2024
Wesley At Home Inc	NY	\$30,000	Ceo	\$17,200	\$16,228	2024
Us Blood Donors Org	CA	\$29,830	President & Ceo	\$9,000	\$8,114	2024
Fort Hudson Foundation Corp	NY	\$38,621	Ceo	\$107,908	\$101,807	2024
Mass Hospital Research & Educational	MA	\$38,866	President & Ceo	\$161,132	\$151,179	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **72** organizations. Compensation range \$39–\$534,111; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$34,127); for reference, expenses \$2,903 and assets \$511,966. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joann Emge, reported title " <i>Director of the Board</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	53 rd
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	65 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 (Joann Emge) 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 72 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$30,500 is reasonable (approximately the 53rd 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.