

# Wells 4 Wellness Inc

Executive Director / CEO

EIN 460651638

UT · NTEE Q30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Willie Herath, Executive Director / CEO** (\$46,667) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Willie Herath — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

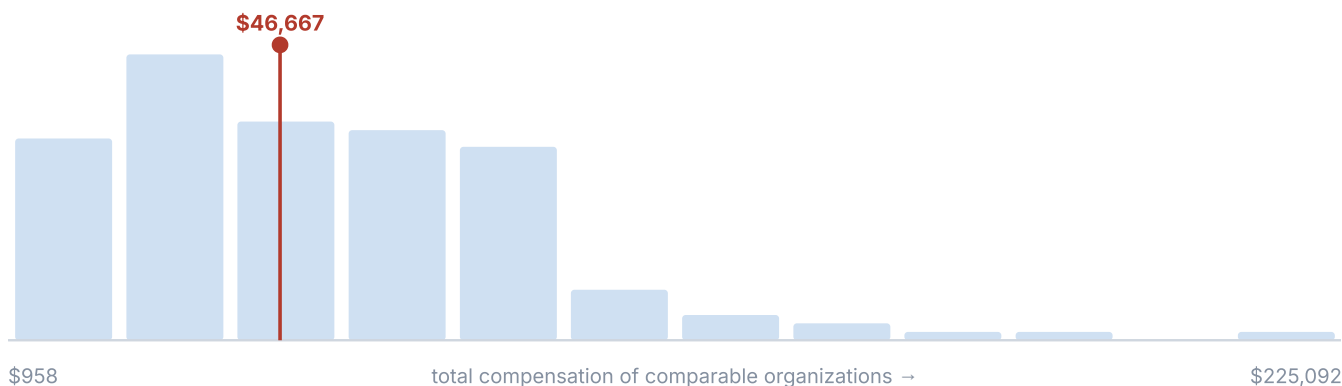
**SECTOR** Organizations sharing the subject's NTEE classification (Q30).

**BUDGET** Total revenue between \$229,795 and \$514,468 — 0.67x to 1.50x the subject's \$342,979 (the band tightens as size grows).

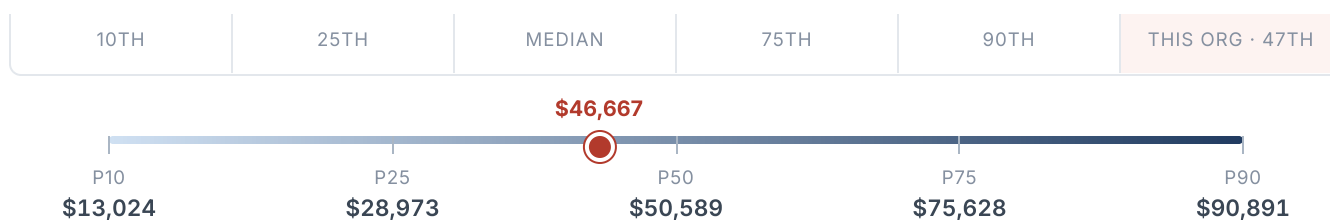
**GEOGRAPHY** Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

**146** organizations qualified on sector, size, and geography → **146** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$13,024	\$28,973	\$50,589	\$75,628	\$90,891	\$46,667
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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 UT 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
<a href="#">International Accountability Project</a>	NY	\$342,608	Executive Director	\$116,350	<b>\$102,725</b>	2024
<a href="#">Heart To Heart International Ministries Inc</a>	CA	\$341,867	President	\$30,000	<b>\$25,311</b>	2024
<a href="#">Speak Up Africa Inc</a>	NY	\$345,613	Ceo/executive Director	\$200,000	<b>\$181,795</b>	2023
<a href="#">Mission Housing Ministries Inc</a>	FL	\$346,937	Director	\$59,896	<b>\$54,977</b>	2024
<a href="#">Mexico Ministries Inc</a>	TX	\$348,483	President	\$35,896	<b>\$36,120</b>	2023
<a href="#">Women In The Window International Inc</a>	FL	\$349,140	Executive Director	\$79,217	<b>\$74,859</b>	2023
<a href="#">Unite To Light Inc</a>	CA	\$336,661	President	\$100,800	<b>\$85,044</b>	2024
<a href="#">World Wide Hispanic Outreach Inc</a>	IN	\$351,602	Executive Director	\$24,000	<b>\$24,729</b>	2024
<a href="#">Kairos International Inc</a>	IN	\$334,218	Executive Director	\$69,000	<b>\$73,195</b>	2023
<a href="#">Foundation For Philippine Progress</a>	OR	\$333,989	Executive Director	\$30,000	<b>\$28,025</b>	2023
<a href="#">Mission Resource International</a>	IN	\$333,354	Executive Di	\$43,000	<b>\$44,306</b>	2024
<a href="#">African Enterprise Inc</a>	WA	\$330,615	Executive Director	\$100,000	<b>\$90,061</b>	2023
<a href="#">Latin American Missions Board Inc</a>	WI	\$356,780	Missionary D	\$32,998	<b>\$33,671</b>	2024
<a href="#">Project Soar Marrakech</a>	DC	\$357,057	Co-founder & Ceo	\$48,379	<b>\$41,480</b>	2024
<a href="#">Forget Me Not Ministries Inc</a>	IN	\$359,736	President	\$45,736	<b>\$48,517</b>	2023
<a href="#">Amazon Medical Project Inc</a>	WI	\$326,004	Medical Director	\$30,956	<b>\$31,588</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Glocal Ventures Inc</a>	TX	\$325,568	Vietnam Coun	\$29,673	<b>\$29,001</b>	2024
<a href="#">Friendly Water For The World</a>	WA	\$324,166	Executive Di	\$87,984	<b>\$76,966</b>	2024
<a href="#">Healing Art Missions</a>	OH	\$323,305	Executive Director	\$83,135	<b>\$88,575</b>	2023
<a href="#">Reincorporated Nfp</a>	TX	\$363,645	President, Ceo	\$25,000	<b>\$25,155</b>	2023
<a href="#">Africa Fire Mission</a>	OH	\$363,661	Executive Director	\$85,000	<b>\$87,963</b>	2024
<a href="#">Iron Sharpens Iron Mentoring Inc</a>	NV	\$363,712	Executive Director	\$64,989	<b>\$63,649</b>	2024
<a href="#">Giao Diem Humanitarian Foundation Inc</a>	CA	\$363,955	Director	\$5,000	<b>\$4,218</b>	2024
<a href="#">Apparent Project</a>	WA	\$364,312	President	\$10,500	<b>\$9,456</b>	2023
<a href="#">Be Free Revolution Inc</a>	TN	\$365,192	President	\$39,005	<b>\$40,059</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 146 organizations. Compensation range \$958–\$225,092; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$342,979); for reference, expenses \$295,153 and assets \$301,314.

**ROLE MATCH** Willie Herath, reported title "*Vice President*", 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** 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 5 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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	46 <sup>th</sup>

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 (Willie Herath) 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 146 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,667 is reasonable (approximately the 47<sup>th</sup> 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.