

Financial Wellness Institute Inc

Executive Director / CEO

EIN 753109240

NJ · NTEE B60

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Wanda Hardy, Executive Director / CEO** (\$165,000) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Wanda Hardy — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B60).

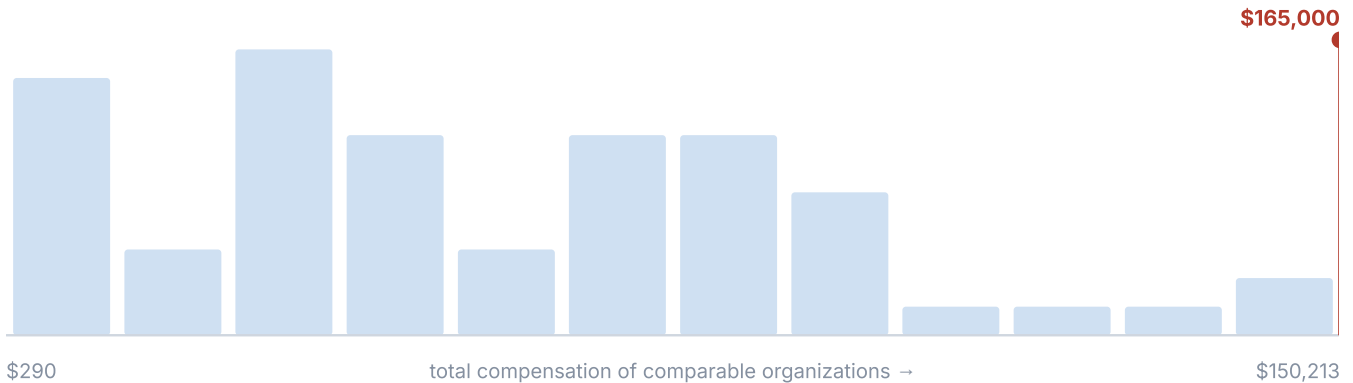
BUDGET Total revenue between \$100,446 and \$224,880 — 0.67x to 1.50x the subject's \$149,920 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography

→ **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,588	\$27,751	\$48,070	\$79,771	\$97,311	\$165,000
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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 NJ 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
Christian Heritage Home	WA	\$149,107	Director	\$30,000	\$30,083	2024
Wyoming Family Home Ownership	WY	\$151,400	Prior Exec D	\$81,474	\$97,715	2024
Effective Management Association Corp	IL	\$146,424	Past Board Member	\$59,255	\$67,173	2023
Balanced Rock Foundation	CA	\$153,486	Executive Director	\$81,638	\$81,287	2023
Sewanee Church Music Conference	AL	\$146,071	Conference Director	\$3,000	\$3,738	2023
Khatib Bridge And Education Of Palm City Inc	FL	\$145,880	Manager	\$10,000	\$10,832	2023
Houston Taiwan Institute Of Senior	TX	\$154,911	President	\$30,107	\$33,731	2024
German Language School Of Naper	IL	\$156,641	Chair Of The B	\$26,920	\$29,642	2024
Iowa Civil Justice Foundation	IA	\$157,676	Executive Director	\$122,488	\$150,213	2024
Western Institute Of Legal Medicine	CA	\$162,345	President	\$47,500	\$47,296	2023
Center For Arts Design And Social	MA	\$135,560	Executive Director	\$89,581	\$92,824	2023
Institute For Advertising Ethics	NY	\$165,475	President	\$125,000	\$130,247	2023
Vermont Federation Of Sportsmen's	VT	\$132,930	President	\$30,000	\$33,820	2024
National African-american Women's Leadership	TX	\$131,195	Executive Director	\$36,458	\$40,846	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Institute						
The Meadows Of Northern Arizona Inc	AZ	\$169,304	London	\$42,271	\$45,532	2024
Professional Learning Us Inc	NY	\$173,772	Chief Executive	\$40,000	\$40,483	2024
The S E L F Help Foundation Inc	NY	\$176,289	President/cob	\$58,000	\$60,434	2023
Rocky Mountain Sustainable Living Assoc	CO	\$122,850	Director	\$61,215	\$65,743	2024
Gestalt Therapy Institute Of The	CA	\$179,113	President	\$300	\$290	2024
National Foundation For Judicial Excellence	IL	\$179,322	Secretary-treasurer	\$23,000	\$25,326	2024
Minne	MN	\$182,257	Executive Director Beginning July	\$56,731	\$64,639	2023
Opportunity Thrive Inc	MI	\$183,212	Executive Di	\$56,650	\$65,490	2024
Dc Creative Writing Workshop Inc	DC	\$183,216	Executive Di	\$81,033	\$79,643	2024
Nevada Christian Institute	NV	\$115,276	Secretary	\$10,500	\$11,788	2024
Arts As Healing Foundation	MO	\$185,399	Executive Director	\$60,833	\$72,165	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **56** organizations. Compensation range \$290–\$150,213; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$149,920); for reference, expenses \$326,332 and assets \$663,666. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Wanda Hardy, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 5 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	95 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 (Wanda Hardy) 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 13, 2026, comparing compensation against 56 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$165,000 is reasonable (approximately the 100th 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 13, 2026.