

All Heart Infusion

Executive Director / CEO

EIN 822934846

WA · NTEE P44

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Renae L Wedlake, Executive Director / CEO** (\$83,840) against the **2000** closest of **3,377** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

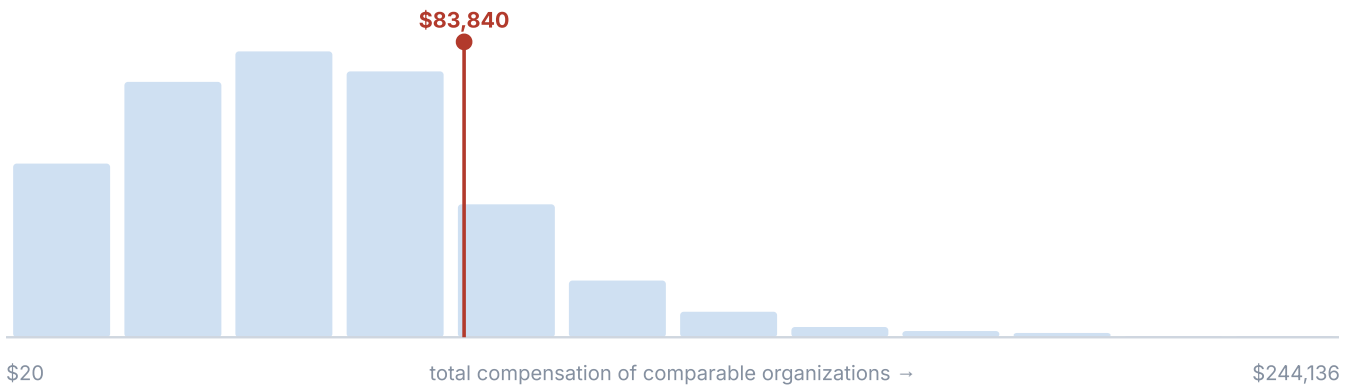
Benchmarked executive: Renae L Wedlake — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P44).
BUDGET	Total revenue between \$184,869 and \$413,887 — 0.67x to 1.50x the subject's \$275,925 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,377 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$14,406	\$32,183	\$53,528	\$75,101	\$98,510	\$83,840
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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 WA 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
Waynewinfield Area Youthfamily Service	IL	\$275,785	Executive Director	\$81,923	\$87,639	2025
Community Grief Center	CO	\$275,781	Executive Director	\$46,500	\$49,802	2024
Falls Village Daycare Center Inc	CT	\$275,766	Executive Director	\$54,210	\$58,448	2023
A Broader View Volunteers Corp	PA	\$275,743	Employee	\$16,800	\$18,713	2024
Care-a-van Services	NM	\$275,712	Pamela Evans	\$18,051	\$21,685	2024
Hastings Total Lifecare Center Inc	MN	\$276,165	Executive Di	\$63,839	\$70,456	2024
Aging Together Corporation	VA	\$275,643	Executive Dir.	\$90,932	\$95,538	2025
Faith In Action Of Bloomington Normal	IL	\$275,613	Executive Director	\$54,923	\$60,310	2024
Castle Thrift Store & Health Food Inc	CA	\$275,610	President	\$41,284	\$39,817	2024
Immigration Services Of Mountain View	CA	\$276,240	President	\$90,692	\$87,470	2024
Val Verde Border Humanitarian Coalition	TX	\$276,259	Foundation Mgr.	\$63,807	\$71,291	2024
Bluebirds Hope Inc	TX	\$275,551	Ceo/board President	\$82,000	\$91,617	2024
Heartsong Inc	NY	\$275,544	Executive Director	\$32,990	\$35,686	2022
Project Angel Hugs	WI	\$275,446	Executive Di	\$64,145	\$74,824	2024
North Yonkers Preservation And	NY	\$276,408	Executive Di	\$36,665	\$38,099	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Missouri Inclusive Housing	MO	\$275,431	Secretary	\$50,000	\$57,625	2025
Wright Stuff Community Foundation	CO	\$276,441	Prime Time D	\$22,909	\$25,261	2023
Stark Community Support Network	OH	\$275,381	Executive Director	\$65,000	\$76,895	2024
Cmtm-children Matter The Most - Family Life Center	TX	\$276,484	Case Management Director	\$39,130	\$43,719	2024
Sisters Haven	OH	\$276,514	Executive Director-management	\$15,675	\$19,091	2023
Andrews House Inc	OH	\$275,330	Executive Director	\$67,001	\$79,263	2024
Elderday Center	IL	\$276,559	Ceo	\$67,049	\$75,799	2023
Texas Grandparents Raising Grandchildren Inc	TX	\$276,570	Executive Director	\$38,000	\$42,457	2024
Twenty-one Senses Inc Nfp	IL	\$275,255	Coo	\$48,800	\$55,169	2023
Loveone	OR	\$276,616	Executive Director	\$21,287	\$22,732	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 2000 organizations. Compensation range \$20–\$244,136; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$275,925); for reference, expenses \$246,903 and assets \$231,099.

ROLE MATCH	Renae L Wedlake, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	135 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	41 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	82 nd
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	77 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 (Renae L Wedlake) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,840 is reasonable (approximately the 82nd 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.