

Hlth Impact Foundation

Executive Director / CEO

EIN 833202575

NY · NTEE E11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Janna Guinen, Executive Director / CEO** (\$234,404) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

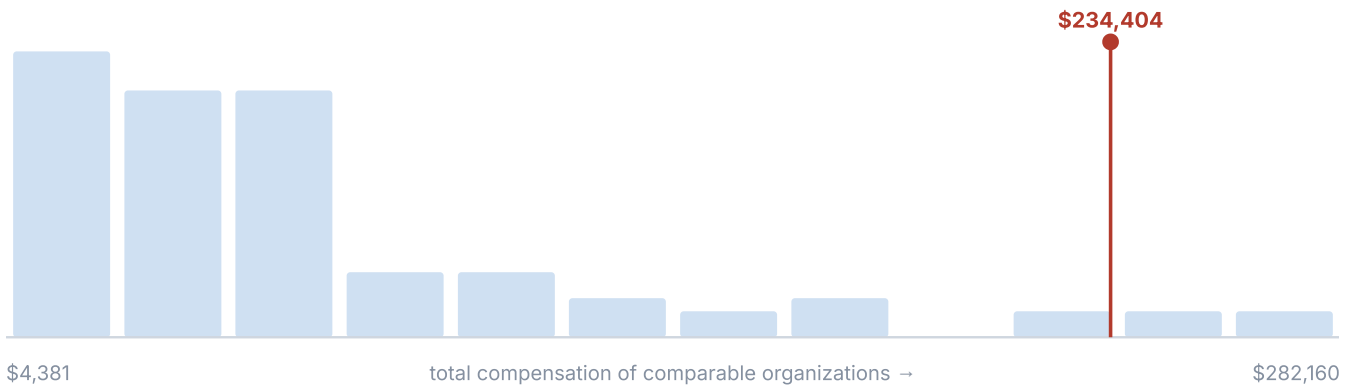
Benchmarked executive: Janna Guinen — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E11).
BUDGET	Total revenue between \$206,945 and \$463,311 — 0.67x to 1.50x the subject's \$308,874 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

84 organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,937	\$26,669	\$51,488	\$83,953	\$166,610	\$234,404
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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 NY 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
Greater Burlington Ymca Foundation Inc	VT	\$305,141	Interim President (2/24 - 11/24)	\$3,933	\$4,381	2024
Ohio Osteopathic Foundation	OH	\$305,001	President (Thru 5/19/2023)	\$8,678	\$10,172	2024
West Jefferson Hospital Foundation	LA	\$313,374	President	\$10,710	\$13,051	2024
Mercy Health Foundation Washington	MO	\$304,317	Community President	\$92,936	\$112,149	2023
Brodstone Memorial Hospital Foundation	NE	\$316,247	Ceo/director	\$75,255	\$89,573	2024
Chelsea Jewish Charitable	MA	\$300,924	President And Ceo	\$21,326	\$21,834	2023
Edgemont Campus	OH	\$323,842	Ceo	\$22,113	\$26,684	2023
Lifebridge Center For Hope Inc	MD	\$293,002	President	\$264,896	\$282,160	2023
Aonl Foundation For Nursing Leadership Research And Education	DC	\$292,913	Director	\$168,180	\$168,147	2023
Indianapolis Coalition For Patient	IN	\$291,214	President	\$198,538	\$238,543	2023
The Foundation Of Neosho Memorial	KS	\$329,723	Foundation Director	\$20,334	\$24,310	2024
Effingham Health System Foundation	GA	\$330,713	Ex. Director	\$21,568	\$24,708	2023
Life Connection Of Ohio Foundation Llc	OH	\$285,600	President	\$60,385	\$70,778	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ellenville Regional Hospital Foundation	NY	\$333,260	Finance Director	\$48,130	\$48,130	2024
Pchd Foundation Incorporated	ID	\$333,493	Executive Di	\$5,867	\$6,907	2024
Zufall Health Foundation Inc	NJ	\$334,603	Trustee - President/ceo Zhc	\$43,512	\$42,993	2024
Susan B Allen Memorial Hospital	KS	\$280,555	Chief Executive Officer	\$20,467	\$24,469	2024
Treasure Coast Community Health Foundation	FL	\$337,499	Ceo	\$48,270	\$51,665	2023
Grove Manor Foundation	PA	\$340,917	Chief Executive Officer	\$27,000	\$30,678	2023
Wschc Support Corporation	MD	\$342,000	Treasurer	\$42,960	\$43,302	2025
Sschc Real Estate Inc	WI	\$271,568	Chairperson	\$39,315	\$45,438	2024
Ffmc Support Organization	TN	\$346,664	President	\$6,465	\$7,743	2023
Community General Hospital	NC	\$267,117	Exec Director	\$45,792	\$53,909	2023
Pikeville Medical Center Foundation For	KY	\$351,758	Board Member/pmc President/ceo	\$50,061	\$59,520	2024
Carthage Area Hospital Foundation Inc	NY	\$353,310	Executive Director	\$29,554	\$29,554	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	84 organizations. Compensation range \$4,381–\$282,160; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$308,874); for reference, expenses \$714,394 and assets \$758,779. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Janna Guinen, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	67 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	95 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	33 rd

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 (Janna Guinen) 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 84 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$234,404 is reasonable (approximately the 95th 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.