

Sana Healing Collective

Executive Director / CEO

EIN 833341174

IL · NTEE F30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Vilmarie F Narloch, Executive Director / CEO** (\$51,200) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

Benchmarked executive: Vilmarie F Narloch — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

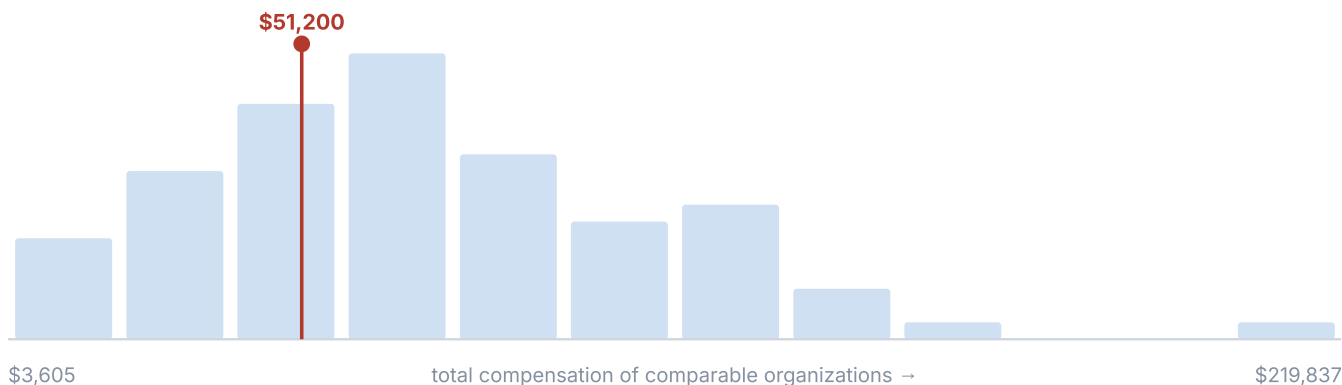
SECTOR Organizations sharing the subject's NTEE classification (F30).

BUDGET Total revenue between \$306,057 and \$685,203 — 0.67x to 1.50x the subject's \$456,802 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,222	\$42,536	\$70,056	\$94,013	\$122,835	\$51,200
----------	----------	----------	----------	-----------	----------



● 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
Vermont Federation Of Families For Children's Mental Health Inc	VT	\$458,244	Executive Director	\$68,457	\$68,280	2025
Community Resilience Initiative	WA	\$451,310	Executive Director	\$36,256	\$33,018	2024
K9s On The Front Line	ME	\$449,827	Co-founder	\$41,760	\$42,534	2024
Spirit - Peers For Independence &	CA	\$448,235	Executive Dir.	\$40,312	\$36,453	2023
Fortaleza Atravez Barreras	OR	\$465,891	Executive Director	\$11,900	\$11,572	2023
The Mindcap Center Inc	IN	\$446,131	Executive Di	\$71,221	\$78,653	2023
Lifespan Nj Inc	NJ	\$445,659	Director Of Op.	\$57,692	\$52,394	2024
Yuan Tze Ren Xue Center	CA	\$444,743	President/board Member	\$52,000	\$45,673	2024
East Nashville Wellness Center	TN	\$444,298	Cmo/president	\$99,198	\$106,061	2024
21 Roots Farm	MN	\$433,211	Cofounder Board	\$26,667	\$27,595	2023
Community Counseling Center Of Central	CT	\$430,983	Clinical Direct	\$75,010	\$73,651	2023
Altruistic Recovery Llc	OR	\$487,451	Ed President	\$45,036	\$42,541	2024
Mercy House Of Meadville Inc	PA	\$425,491	President	\$71,413	\$74,578	2023
Margin To Center Consulting	WA	\$423,522	Executive Dir.	\$24,423	\$22,242	2024
Rise Corp	MI	\$422,111	President	\$91,355	\$95,913	2024
Hope Counseling Services Of Chapel Hill	NC	\$495,153	Executive Director	\$84,028	\$88,314	2024
Carter Issac Enterprises Inc	IN	\$418,210	Board Member	\$61,461	\$65,927	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lakes Region Consumer Advisory Board	NH	\$499,112	Executive Director	\$59,950	\$56,306	2024
Care Counselors Incorporated	CA	\$407,349	Director, President	\$94,948	\$85,859	2023
Warrior Built Foundation Inc	CA	\$406,983	President	\$35,102	\$30,831	2024
Planned Lifetime Assistance Network Ca	CA	\$506,925	Secretary	\$139,138	\$122,209	2024
Grace Christian Counseling Center	MS	\$405,957	Executive Director	\$58,325	\$68,027	2023
Electric City Counseling	PA	\$403,486	President/ceo	\$101,105	\$102,557	2024
Polaris House	AK	\$513,931	Executive Director	\$87,520	\$85,110	2024
The Barbara Stone Foundation	SC	\$397,466	Executive Director	\$81,000	\$83,738	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 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	78 organizations. Compensation range \$3,605–\$219,837; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$456,802); for reference, expenses \$327,536 and assets \$231,075.
ROLE MATCH	Vilmarie F Narloch, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	32 nd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	27 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 (Vilmarie F Narloch) 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 78 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,200 is reasonable (approximately the 32nd 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.