

# B Well Foundation Inc

Executive Director / CEO

EIN 852167776

IA · NTEE B90

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **William Weathers, Executive Director / CEO** (\$2,000) against **every comparable organization** that fit the selection criteria — **320** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

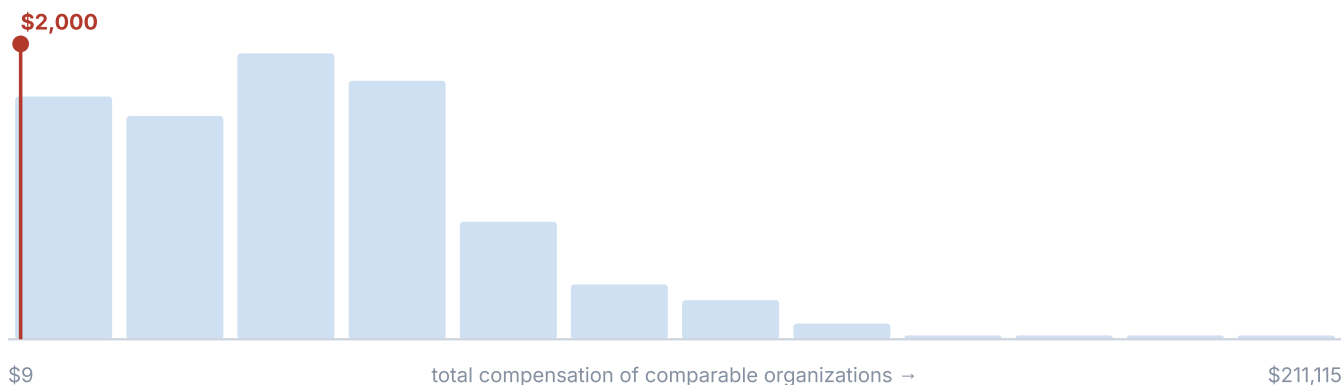
**Benchmarked executive:** William Weathers — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$140,188 and \$313,854 — 0.67x to 1.50x the subject's \$209,236 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**320** organizations qualified on sector, size, and geography → **320** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,966	\$21,698	\$45,007	\$65,726	\$87,627	<b>\$2,000</b>
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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 IA 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="#">Academy College Prep</a>	CA	\$209,400	Technical Product Manager	\$129,180	<b>\$104,885</b>	2023
<a href="#">New Leaf Kitchen</a>	OH	\$209,523	Founder Director	\$43,860	<b>\$43,680</b>	2023
<a href="#">Mali Rising Foundation</a>	UT	\$210,011	Executive Director	\$73,730	<b>\$68,918</b>	2024
<a href="#">Culture Restoration Project In</a>	DE	\$208,117	Exec Director	\$76,800	<b>\$66,909</b>	2025
<a href="#">Doctors Of Academics Learning Academy</a>	FL	\$208,034	Ceo & President	\$30,186	<b>\$25,899</b>	2024
<a href="#">North County Philanthropy Council</a>	CA	\$208,005	Past Managing Director	\$52,739	<b>\$41,592</b>	2024
<a href="#">Foundation For Innovation In Real Estate</a>	IL	\$210,651	President	\$97,500	<b>\$87,543</b>	2024
<a href="#">Mla Educational Services Inc</a>	GA	\$210,652	Chairman	\$32,250	<b>\$29,615</b>	2024
<a href="#">Acton Academy Seacoast</a>	NH	\$210,910	Founder	\$12,308	<b>\$10,686</b>	2023
<a href="#">Bridge Christian Academy</a>	CA	\$207,544	President	\$15,000	<b>\$11,829</b>	2024
<a href="#">Colorado Learning Connections</a>	CO	\$207,456	Executive Director	\$63,359	<b>\$54,056</b>	2025
<a href="#">Melanated Midwives Nfp</a>	IL	\$211,091	Founder	\$50,000	<b>\$46,220</b>	2023
<a href="#">Heroes' Alliance Inc</a>	MI	\$211,199	Executive Director	\$100,622	<b>\$97,655</b>	2023
<a href="#">Culper</a>	VA	\$207,252	Coo	\$53,667	<b>\$47,325</b>	2024
<a href="#">Project Imo Inc</a>	CT	\$211,232	Executive Director	\$24,202	<b>\$20,725</b>	2024
<a href="#">Stem Xposure</a>	FL	\$211,413	President	\$23,000	<b>\$19,733</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Eagle Wings Motorcycle Association</a>	AZ	\$206,938	Coo	\$48,000	<b>\$42,160</b>	2024
<a href="#">Communities In Schools Of Rome-floyd County Inc</a>	GA	\$206,910	Executive Director	\$64,827	<b>\$57,996</b>	2025
<a href="#">Merivis Foundation Inc</a>	TX	\$206,797	Executive Di	\$124,800	<b>\$117,382</b>	2023
<a href="#">Quality Champions For Life</a>	OH	\$206,795	Executive Director	\$22,000	<b>\$21,281</b>	2024
<a href="#">Nami Of Fairbanks Alaska Inc</a>	AK	\$206,276	Executive Director	\$62,400	<b>\$56,094</b>	2023
<a href="#">Leader's Edge Inc</a>	OH	\$212,360	Treasurer/secretary	\$18,000	<b>\$17,412</b>	2024
<a href="#">Foundation Of Hope Inc</a>	MD	\$212,430	Executive Director	\$117,879	<b>\$100,651</b>	2024
<a href="#">Green Works In Kansas City</a>	MO	\$212,460	President	\$110,401	<b>\$106,793</b>	2024
<a href="#">Nicaphoto Inc</a>	CT	\$205,786	President	\$26,000	<b>\$22,264</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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	320 organizations. Compensation range \$9–\$211,115; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$209,236); for reference, expenses \$227,710 and assets \$14,985.
ROLE MATCH	William Weathers, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (William Weathers) 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 320 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,000 is reasonable (approximately the 3<sup>rd</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.