

# Pandemic Patients

Executive Director / CEO

EIN 863930257

SC · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Andrew Wylam, Executive Director / CEO** (\$26,000) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** John Andrew Wylam — 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 (P20).

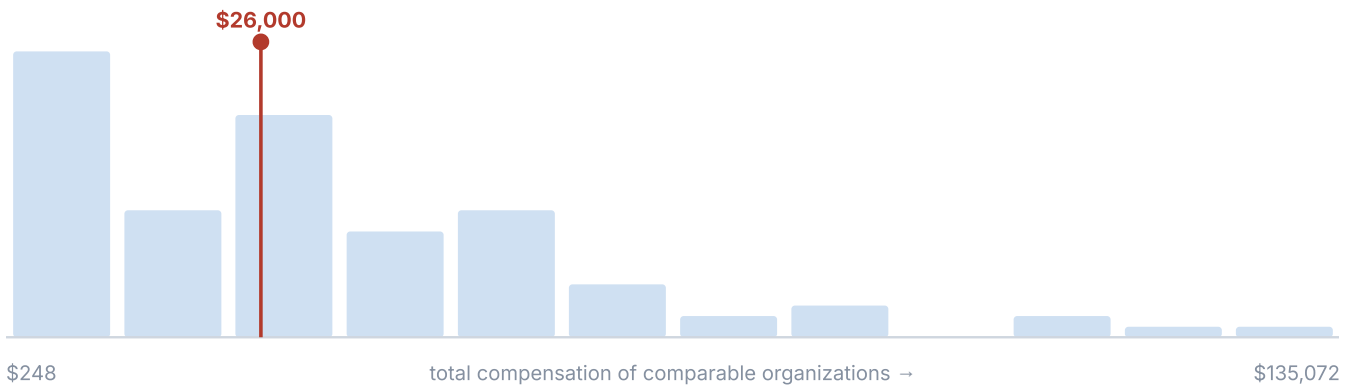
**BUDGET** Total revenue between \$42,025 and \$94,086 — 0.67x to 1.50x the subject's \$62,724 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**96** organizations qualified on sector, size, and geography

→ **96** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,195	\$8,416	\$26,896	\$45,887	\$65,944	\$26,000
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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 SC 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="#">Nigerian Center Inc</a>	DC	\$63,152	Executive Director	\$4,750	<b>\$4,113</b>	2023
<a href="#">Lights 4 Hope Inc</a>	FL	\$62,011	President, Treasurer, Director	\$4,937	<b>\$4,577</b>	2023
<a href="#">Npx Charitable Inc</a>	CA	\$63,502	President	\$10,000	<b>\$8,521</b>	2023
<a href="#">Northeast Minneapolis Lions Community</a>	MN	\$64,518	Gambling Manager	\$42,813	<b>\$40,551</b>	2024
<a href="#">Successful Living Center</a>	AL	\$60,911	Executive Director/ceo	\$20,400	<b>\$21,125</b>	2024
<a href="#">United Way Of North Central Arkansas</a>	AR	\$64,594	Executive Director	\$36,540	<b>\$39,370</b>	2024
<a href="#">Spiritual United Nations</a>	IL	\$64,644	President	\$9,360	<b>\$8,821</b>	2024
<a href="#">Vida Spiritual Learning Center Inc</a>	CA	\$64,776	Spiritual Director	\$44,808	<b>\$37,088</b>	2024
<a href="#">Indian American Impact Project</a>	DC	\$60,623	Former Executive Director	\$29,829	<b>\$25,091</b>	2024
<a href="#">Wellness Works Inc</a>	AK	\$65,228	President	\$7,364	<b>\$6,749</b>	2024
<a href="#">Mohonk Education &amp; Neuropsychological Foundation Inc</a>	CT	\$65,483	Executive Director	\$17,917	<b>\$16,103</b>	2024
<a href="#">Infinity Equine Therapy Inc</a>	NJ	\$65,726	Secretary	\$3,200	<b>\$2,739</b>	2024
<a href="#">Get America Working Inc</a>	VA	\$66,075	President	\$53,090	<b>\$50,587</b>	2023
<a href="#">Rainbow Wellness Collective Inc</a>	MN	\$59,260	Executive Dir.	\$25,962	<b>\$24,590</b>	2024
<a href="#">Neighbor 2 Neighbor</a>	TN	\$59,224	Executive Di	\$70,521	<b>\$69,223</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dark Horse Futures Foundation</a>	NC	\$59,210	Incorporator	\$3,000	<b>\$2,971</b>	2024
<a href="#">The Bridge Of Central Massachusetts</a>	MA	\$59,173	President & Ceo	\$29,151	<b>\$25,851</b>	2023
<a href="#">Orlando Police Foundation Inc</a>	FL	\$59,146	Executive Director	\$26,073	<b>\$23,478</b>	2024
<a href="#">Im Young And Empowered Inc</a>	NV	\$66,379	Secretary	\$31,800	<b>\$31,456</b>	2023
<a href="#">Francis Foundation Inc</a>	VT	\$66,407	Executive Director	\$115,126	<b>\$111,074</b>	2024
<a href="#">Neighbors Who Care Inc</a>	MA	\$58,913	Secretary & Executive Dire	\$2,000	<b>\$1,774</b>	2023
<a href="#">Connecting Paths Pr Inc</a>	PR	\$66,966	Employer	\$23,300	<b>\$24,972</b>	2022
<a href="#">The Carolinas Foundation For Hospice And</a>	NC	\$58,047	Executive Director	\$27,901	<b>\$28,450</b>	2023
<a href="#">The Abbey Inc</a>	CO	\$57,930	Secr/exec Dir	\$25,200	<b>\$22,565</b>	2025
<a href="#">Quiet Storm Outreach Group Inc</a>	AL	\$67,713	President	\$2,500	<b>\$2,589</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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** 96 organizations. Compensation range \$248–\$135,072; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$62,724); for reference, expenses \$105,232 and assets \$14,892. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** John Andrew Wylam, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	49 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</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 (John Andrew Wylam) 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 96 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,000 is reasonable (approximately the 49<sup>th</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.