

# Transplant Foundation Inc

Executive Director / CEO

EIN 020744032

CO · NTEE E60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anastasia Henry, Executive Director / CEO** (\$132,730) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

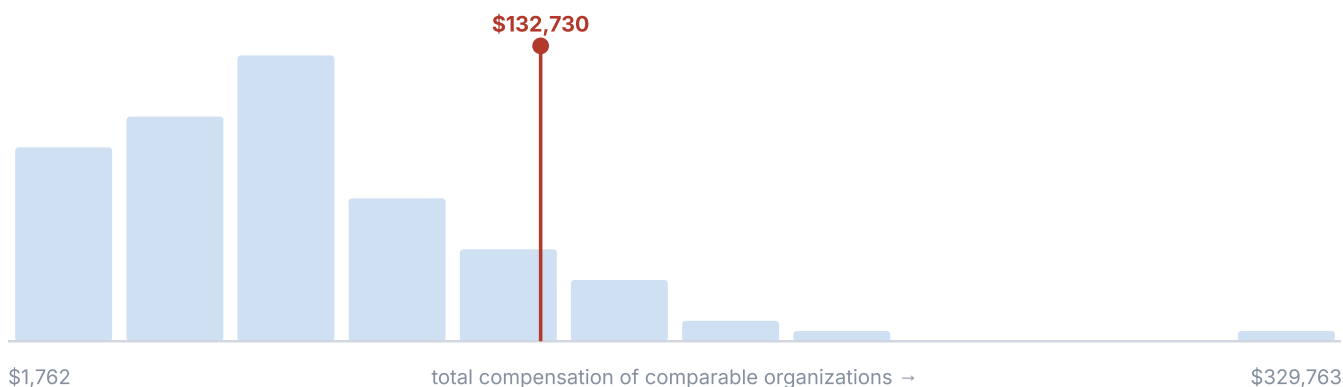
**Benchmarked executive:** Anastasia Henry — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$211,342 and \$473,155 — 0.67x to 1.50x the subject's \$315,437 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

**102** organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,243	\$42,574	\$63,322	\$99,946	\$133,103	\$132,730
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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 CO 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="#">The Fit And Food Connection</a>	MO	\$316,300	Executive Di	\$43,000	<b>\$47,497</b>	2023
<a href="#">Sunrise Workshop Inc</a>	IN	\$318,340	Administrator	\$33,629	<b>\$35,923</b>	2024
<a href="#">Coalition Of New York State Health</a>	NY	\$319,872	Executive Director	\$183,946	<b>\$168,374</b>	2024
<a href="#">The Addis Clinic Inc</a>	TN	\$309,284	Executive Director	\$108,558	<b>\$115,588</b>	2024
<a href="#">Maine Public Health Association</a>	ME	\$322,863	Executive Di	\$108,836	<b>\$113,656</b>	2023
<a href="#">Metrowest Medical Center Medical</a>	MA	\$324,672	President	\$60,000	<b>\$56,229</b>	2023
<a href="#">Lilly Kolisko Institute For Anthroposophic Medicine Inc</a>	WI	\$325,292	President/director	\$88,000	<b>\$93,095</b>	2024
<a href="#">Covered Community</a>	CA	\$304,128	Executive Director	\$60,000	<b>\$52,482</b>	2024
<a href="#">Promotoras Y Promotores Foundation</a>	CA	\$302,446	Secretary	\$50,078	<b>\$43,803</b>	2024
<a href="#">Sana Space Inc</a>	FL	\$302,240	President	\$136,000	<b>\$133,241</b>	2023
<a href="#">National Coalition For Hospice</a>	MN	\$302,046	Chief Executive Officer	\$146,747	<b>\$146,883</b>	2024
<a href="#">Stuck Community Acupuncture Inc</a>	AZ	\$299,256	President	\$87,867	<b>\$85,599</b>	2024
<a href="#">Caldwell Council On Adolescent Health Inc</a>	NC	\$298,868	Executive Director	\$59,603	<b>\$62,384</b>	2024
<a href="#">Southcentral Pa Area Health Education</a>	PA	\$332,418	Executive Dir.	\$59,757	<b>\$60,365</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rural Minds Inc</a>	IL	\$296,906	Executive Director	\$118,011	<b>\$117,522</b>	2024
<a href="#">In Concert For Cancer</a>	WA	\$294,599	Executive Director	\$41,580	<b>\$37,709</b>	2024
<a href="#">Cgs Inc</a>	WI	\$294,116	Program Director	\$67,675	<b>\$73,708</b>	2023
<a href="#">Team Hope In Motion Inc</a>	IN	\$337,469	Director	\$30,000	<b>\$32,047</b>	2024
<a href="#">Vitamin Bridge</a>	TX	\$339,291	Coo	\$43,927	<b>\$44,511</b>	2024
<a href="#">Homecare &amp; Hospice Assoc Of Utah</a>	UT	\$290,404	Hansen	\$308,950	<b>\$329,763</b>	2023
<a href="#">Northstar Palliative Care Inc</a>	MI	\$340,517	President & Chief Executive Officer	\$27,829	<b>\$29,956</b>	2023
<a href="#">Hospice Care By Pennswood Village</a>	PA	\$342,302	Ceo Of Pennswood Village	\$43,657	<b>\$44,100</b>	2024
<a href="#">Georgia Ovarian Cancer Alliance Inc</a>	GA	\$342,548	Executive Director	\$100,742	<b>\$102,608</b>	2024
<a href="#">Minnesota Stroke Association</a>	MN	\$344,768	Chief Executive Officer	\$19,733	<b>\$20,335</b>	2023
<a href="#">Health Horizons International Foundation</a>	CT	\$285,935	President	\$72,340	<b>\$70,736</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2023 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 CO 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 **102** organizations. Compensation range \$1,762–\$329,763; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$315,437); for reference, expenses \$338,214 and assets \$789,558.
ROLE MATCH	Anastasia Henry, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	89 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	90 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (Anastasia Henry) 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 102 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$132,730 is reasonable (approximately the 89<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.