

Restoring Hope Transplant House

Executive Director / CEO

EIN 204786829

WI · NTEE E86

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cindy Herbst, Executive Director / CEO** (\$66,085) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

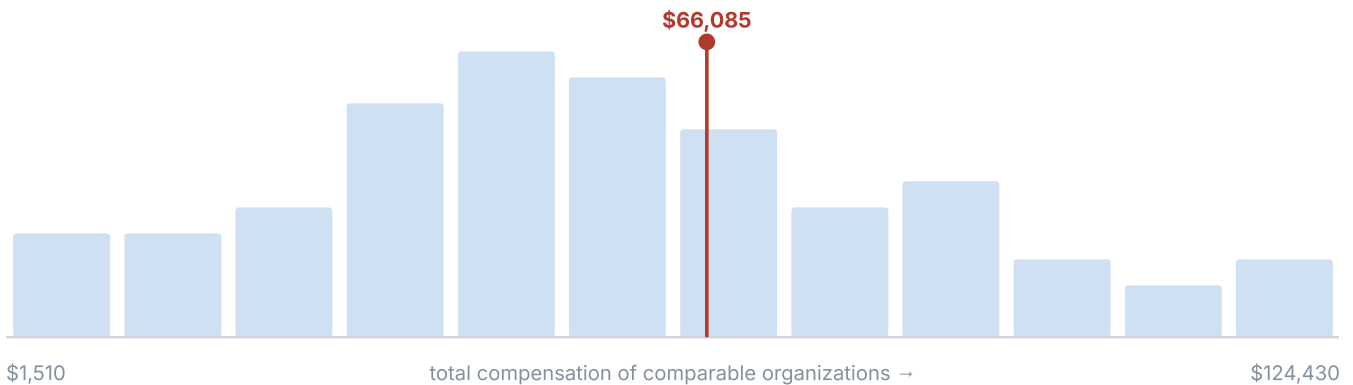
Benchmarked executive: Cindy Herbst — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

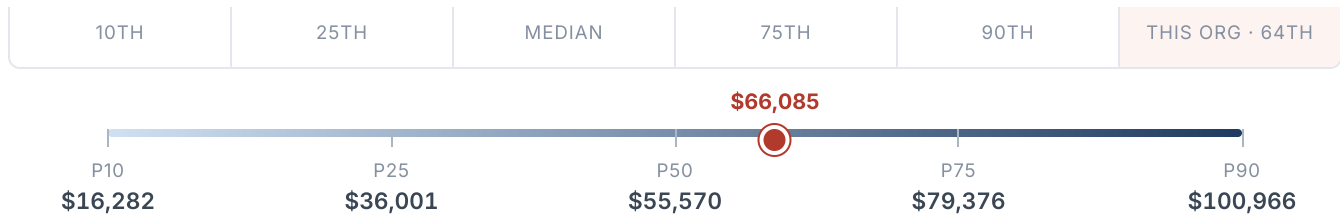
SECTOR	Organizations sharing the subject's NTEE classification (E86).
BUDGET	Total revenue between \$235,023 and \$526,171 — 0.67x to 1.50x the subject's \$350,781 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E86), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,282	\$36,001	\$55,570	\$79,376	\$100,966	\$66,085
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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 WI 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
Our Promise Cancer Resources	AR	\$348,767	Executive Director	\$60,000	\$62,726	2024
Melodic Caring Project	WA	\$357,898	President/ceo	\$80,000	\$68,582	2023
Doula Program To Accompany And Comfort	NY	\$358,318	Executive Dir.	\$120,000	\$100,850	2024
The Journey Fund	WA	\$343,051	Treasurer	\$45,500	\$37,887	2024
Momcares	MD	\$343,012	Executive Director	\$142,046	\$123,511	2024
Parkinson's Body And Mind Inc	CT	\$359,945	Executive Director	\$118,917	\$103,698	2024
His Kids Inc	IL	\$365,319	Secretary	\$12,000	\$11,759	2022
Hunter Hospitality House Inc	MI	\$365,651	Executive Director	\$53,531	\$52,906	2023
Friends Of Patients At The Nih Inc	MD	\$368,164	Chief Executive Officer	\$120,518	\$107,887	2023
305 Pink Pack Inc	FL	\$329,849	Executive Director	\$52,604	\$45,961	2024
Young Adult Survivors United	PA	\$371,993	Executive Director	\$75,000	\$69,561	2024
Verdecares Inc	AZ	\$374,099	Executive Director	\$49,647	\$45,718	2023
Canandaigua Comfort Care Home Inc	NY	\$326,213	Executive Director	\$72,000	\$60,510	2024
Claire's Place Foundation Inc	CA	\$378,719	Ed And Board Secretary	\$86,500	\$69,468	2024
Matthew House Inc	NY	\$322,055	Executive Director	\$73,509	\$61,778	2024
Veterans2veterans Group	NH	\$389,519	President	\$3,383	\$2,991	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Light Collective	WA	\$310,471	Executive Director	\$99,605	\$82,939	2024
Radiant Hope	PA	\$391,173	Executive Director	\$59,500	\$55,185	2024
East Texas Cancer Alliance Of Hope	TX	\$307,959	Founder/ceo	\$61,539	\$57,252	2024
Puulu Lapaau	HI	\$307,256	Executive Di	\$46,200	\$38,470	2024
Wellness Within Corporation	CA	\$302,747	Former Exec	\$81,917	\$65,788	2024
Josh Provides Epilepsy Assistance	FL	\$302,293	Ceo	\$82,500	\$72,081	2024
Helping Horse Inc	NC	\$302,116	Executive Director	\$37,362	\$35,904	2024
Domus Pacis Family Respite Inc	CO	\$399,822	Executive Director	\$92,000	\$84,469	2023
Fisher House Of Grt Cleveland Inc	OH	\$300,450	Secretary And Executive Director	\$33,654	\$34,131	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 70 organizations. Compensation range \$1,510–\$124,430; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$350,781); for reference, expenses \$243,522 and assets \$2,217,651.

ROLE MATCH Cindy Herbst, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	64 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	60 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 (Cindy Herbst) 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 70 similarly situated organizations (Same NTEE sector (E86), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,085 is reasonable (approximately the 64th 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.