

# Recovery On Water Inc

Executive Director / CEO

EIN 262085130

IL · NTEE G19

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tara Hoffmann, Executive Director / CEO** (\$87,500) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Tara Hoffmann — 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 (G19).

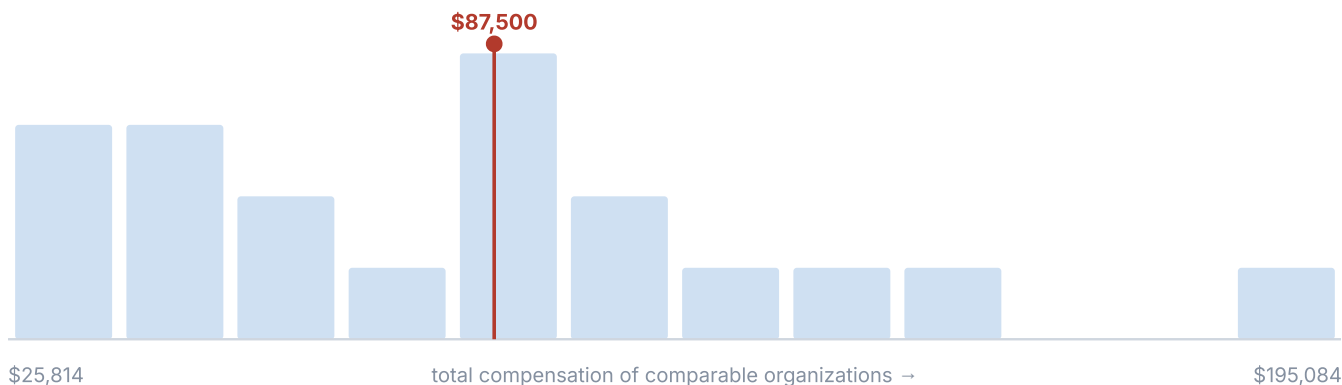
**BUDGET** Total revenue between \$328,029 and \$734,394 — 0.67x to 1.50x the subject's \$489,596 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (G19), nationwide + budget 0.67–1.5x revenue.

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

→ **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,256	\$48,486	\$83,072	\$108,122	\$133,364	\$87,500
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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 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
<a href="#">Hcf Supporting Organization</a>	TX	\$485,155	Executive Di	\$24,719	<b>\$25,894</b>	2023
<a href="#">Cancer Schmancer Foundation</a>	CA	\$482,878	Executive Dir.	\$117,721	<b>\$106,452</b>	2023
<a href="#">Slk Health Services Corporation</a>	MD	\$514,105	Executive Director	\$40,790	<b>\$39,936</b>	2023
<a href="#">Cancer Support Community - California</a>	CA	\$459,287	Executive Director	\$100,452	<b>\$88,230</b>	2024
<a href="#">Chris Elliott Fund</a>	WA	\$529,069	President & Ceo	\$102,500	<b>\$93,345</b>	2024
<a href="#">Huntington's Disease Youth Organization</a>	MI	\$415,962	Executive Director	\$110,000	<b>\$115,488</b>	2024
<a href="#">Malecare Inc</a>	NY	\$571,570	Executive Director	\$206,156	<b>\$195,084</b>	2023
<a href="#">Helene Foundation</a>	NC	\$387,297	Officer	\$79,040	<b>\$83,072</b>	2024
<a href="#">National Fabry Disease Foundation</a>	NC	\$592,005	Chair	\$126,174	<b>\$129,192</b>	2025
<a href="#">Healing Strong Inc</a>	GA	\$596,652	President/ex	\$50,000	<b>\$52,648</b>	2023
<a href="#">Empower Mississippi</a>	MS	\$610,844	President	\$22,786	<b>\$25,814</b>	2024
<a href="#">The Diabetes Family Connection</a>	NC	\$622,543	Executive Dir.	\$40,962	<b>\$44,323</b>	2023
<a href="#">Sarah's House Of Maine</a>	ME	\$351,019	Executive Di	\$64,500	<b>\$67,636</b>	2023
<a href="#">Well Being Development</a>	MN	\$345,334	Executive Director	\$28,700	<b>\$28,846</b>	2024
<a href="#">Go Jen Go Foundation Inc</a>	NC	\$674,396	Executive Dir.	\$82,500	<b>\$89,270</b>	2023
<a href="#">Buddy Up For Life Inc</a>	OH	\$686,140	President/executive Direct	\$61,458	<b>\$64,505</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Myalgic Encephalomyelitis Action</a>	CA	\$693,686	Executive Director	\$93,525	<b>\$82,146</b>	2024
<a href="#">Music Movement Inc</a>	CA	\$713,852	President	\$125,000	<b>\$109,791</b>	2024
<a href="#">Project Santa Fe Foundation Inc</a>	UT	\$721,293	President, Executive Direc	\$140,000	<b>\$150,052</b>	2023

**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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	19 organizations. Compensation range \$25,814–\$195,084; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$489,596); for reference, expenses \$515,151 and assets \$572,187.
ROLE MATCH	Tara Hoffmann, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	<b>53<sup>rd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>53<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>58<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>42<sup>nd</sup></b>

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

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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 (Tara Hoffmann) 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 19 similarly situated organizations (Same NTEE sector (G19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,500 is reasonable (approximately the 53<sup>rd</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.