

# His Healing Light Ministries

Executive Director / CEO

EIN 263889339

CO · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cyndy Sherwood, Executive Director / CEO** (\$42,716) against **every comparable organization** that fit the selection criteria — **175** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

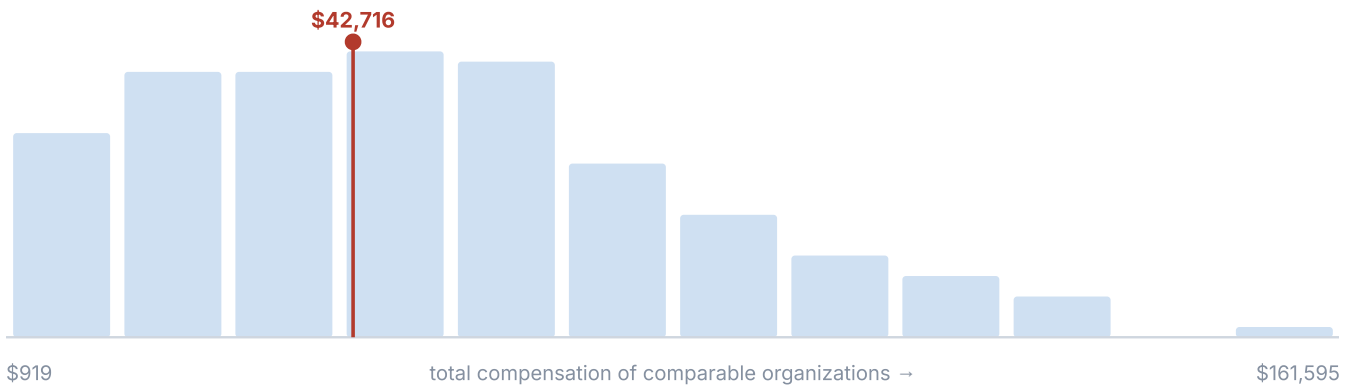
**Benchmarked executive:** Cyndy Sherwood — reported title “Founding Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$116,088 and \$259,899 — 0.67x to 1.50x the subject's \$173,266 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**175** organizations qualified on sector, size, and geography → **175** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,446	\$26,836	\$47,685	\$70,874	\$96,457	\$42,716
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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="#">Camp Presmont Inc</a>	OH	\$174,442	Executive Director	\$24,833	<b>\$28,240</b>	2023
<a href="#">Isnag Ministries Foundation</a>	NC	\$171,898	President	\$30,000	<b>\$32,327</b>	2024
<a href="#">Common Grace Ministries Inc</a>	IN	\$171,687	Exec Directo	\$53,655	<b>\$60,752</b>	2023
<a href="#">Cdaide Inc</a>	ID	\$176,553	Executive Dir.	\$81,580	<b>\$88,173</b>	2025
<a href="#">Mision De Jesucristo Fuente De Salvacion</a>	CA	\$168,982	Minister	\$26,400	<b>\$23,774</b>	2024
<a href="#">Eternal Awakenings</a>	TX	\$168,858	President	\$6,000	<b>\$6,259</b>	2024
<a href="#">The Katz-helen And Ray Whittle Jr</a>	GA	\$168,587	Executive Dir.	\$26,460	<b>\$28,566</b>	2023
<a href="#">Gracepoint Institute</a>	NE	\$168,467	Ceo	\$56,250	<b>\$64,958</b>	2023
<a href="#">Alameda Muslim League</a>	CA	\$179,144	Imaam Minister	\$46,700	<b>\$43,297</b>	2023
<a href="#">Project Lee Ministries Inc</a>	NY	\$179,481	President Ceo	\$70,200	<b>\$66,155</b>	2024
<a href="#">Lxi Inc</a>	TN	\$166,895	Executive Di	\$43,500	<b>\$47,685</b>	2024
<a href="#">Assembly Care Ministries Inc</a>	NC	\$179,905	Director	\$10,000	<b>\$10,776</b>	2024
<a href="#">Full Gospel Baltimore Church</a>	MD	\$179,955	Pastor	\$23,965	<b>\$24,056</b>	2023
<a href="#">Greater Treme Consortium Inc</a>	LA	\$166,487	Exec Dir	\$35,500	<b>\$40,767</b>	2024
<a href="#">Sierra Vista Volunteer Interfaith Caregiver Program Inc</a>	AZ	\$166,016	Executive Director	\$76,086	<b>\$78,565</b>	2023
<a href="#">Unison Harvest International Inc</a>	CA	\$180,657	President	\$174,296	<b>\$161,595</b>	2023
<a href="#">Jerusalem Cornerstone Foundation</a>	WI	\$165,083	Secretary	\$24,475	<b>\$26,657</b>	2024
<a href="#">Lao Conference Of Churches</a>	FL	\$164,827	Director	\$16,400	<b>\$16,541</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Harbor House Of Rochester Inc</a>	NY	\$181,868	Executive Director	\$58,226	<b>\$56,492</b>	2023
<a href="#">Laszlo Mission League Inc</a>	KS	\$164,527	Director	\$12,000	<b>\$13,520</b>	2024
<a href="#">Wellspoken Ministries</a>	SC	\$164,420	Exec. Dir/pres	\$50,744	<b>\$59,170</b>	2022
<a href="#">Good News Radio Broadcasting Inc</a>	AZ	\$182,391	President	\$114,600	<b>\$114,940</b>	2024
<a href="#">Solid Rock Ministries Of Vidor</a>	TX	\$163,404	President	\$17,515	<b>\$18,811</b>	2023
<a href="#">Transformation Prayer Ministry</a>	SC	\$183,294	Director	\$95,000	<b>\$103,358</b>	2024
<a href="#">7 Figure Foundation</a>	UT	\$162,271	Executive Director	\$40,008	<b>\$42,703</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 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	175 organizations. Compensation range \$919–\$161,595; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$173,266); for reference, expenses \$184,333 and assets \$71,805.
ROLE MATCH	Cyndy Sherwood, reported title " <i>Founding Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	27 <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 (Cyndy Sherwood) 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 175 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,716 is reasonable (approximately the 43<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.