

Restore Hope

Executive Director / CEO

EIN 844075441
 NH · NTEE E80
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Sandra Williams, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

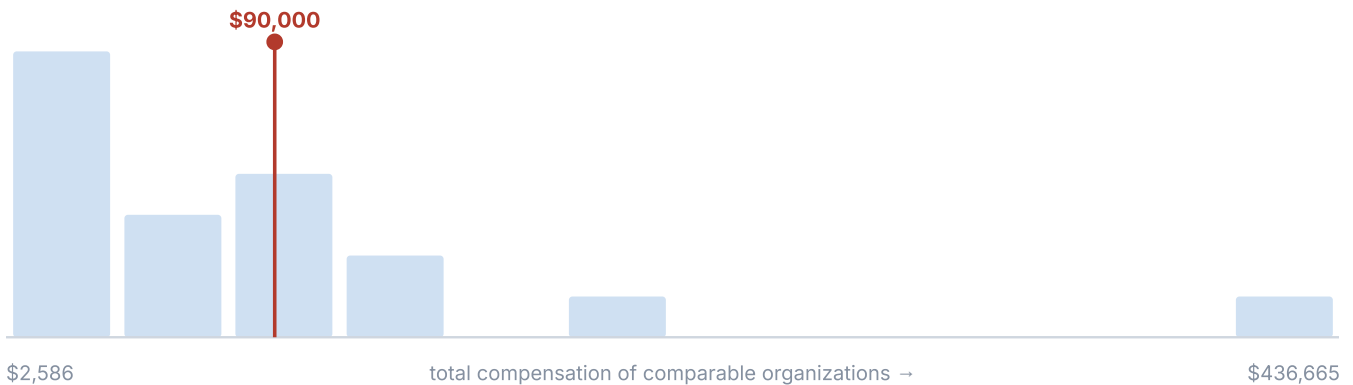
Benchmarked executive: Sandra Williams — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E80).
BUDGET	Total revenue between \$128,422 and \$287,512 — 0.67x to 1.50x the subject's \$191,675 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E80), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,962	\$29,508	\$52,939	\$93,239	\$155,767	\$90,000
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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 NH 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
South Dakota Dental Foundation	SD	\$192,664	Executive Director	\$20,075	\$25,357	2023
Famohio Inc	OH	\$194,743	Event Coordinator	\$20,000	\$23,548	2024
Medical Mutual Of Ohio Charitable Founda	OH	\$206,399	Treasurer	\$46,913	\$55,235	2024
Chippewa Health Access Coalition	MI	\$173,892	Executive Di	\$66,688	\$78,778	2023
Teamfund Inc	VA	\$171,926	Managing Partner	\$406,825	\$436,665	2024
Patient Care Foundation Of	CA	\$217,183	Chief Executive Officer	\$35,329	\$34,915	2023
Vaad Ltzorchay Refuah	NY	\$217,480	Ceo	\$50,415	\$50,643	2024
Mccurtain Memorial	OK	\$222,915	Ceo	\$23,716	\$29,030	2024
Western New York Law Enforcement Helpline Inc	NY	\$153,985	Coordinator	\$48,544	\$48,763	2024
Honoring Choices	MN	\$234,167	1/1 To 12/27 Executive Director	\$71,000	\$80,292	2023
Hyp-access Inc	NY	\$236,566	Pres./co-chair	\$2,500	\$2,586	2023
Nash Education Corporation	PA	\$245,503	Executive Dir.	\$77,500	\$85,915	2024
Southeast Pennsylvania Area Health	PA	\$249,589	Executive Di	\$101,250	\$115,559	2023
Mcamericas Realty Inc	TX	\$252,007	Ceo And Cfo	\$21,709	\$24,140	2024
Finger Lakes & Southern Tier Bhcc Ipa I	NY	\$130,755	Executive Officer	\$133,229	\$133,831	2024
Sunflower Health Network Inc	KS	\$256,817	Executive Director	\$25,764	\$30,942	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ucare Iowa	MN	\$259,544	President & Ceo	\$188,405	\$206,951	2024
Facts About Fertility Inc	PA	\$287,505	Cofounder & Executive Director	\$83,833	\$95,680	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH cost of living and 2025 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 NH 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	18 organizations. Compensation range \$2,586–\$436,665; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$191,675); for reference, expenses \$329,369 and assets \$125,417. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Saundra Williams, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	72nd
Total compensation (D + F), as reported (no adjustments)	78th
Reportable pay only (column D), adjusted	78th

All sources (D + E + F), adjusted

39th

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 (Saundra Williams) 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 18 similarly situated organizations (Same NTEE sector (E80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 72nd 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.