

Splashes Of Hope Inc

Executive Director / CEO

EIN 11335542

NY · NTEE A99

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Heather Buggee, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **101** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 71st percentile of comparable organizations

within the typical range

Benchmarked executive: Heather Buggee — reported title "FOUNDER/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A99).

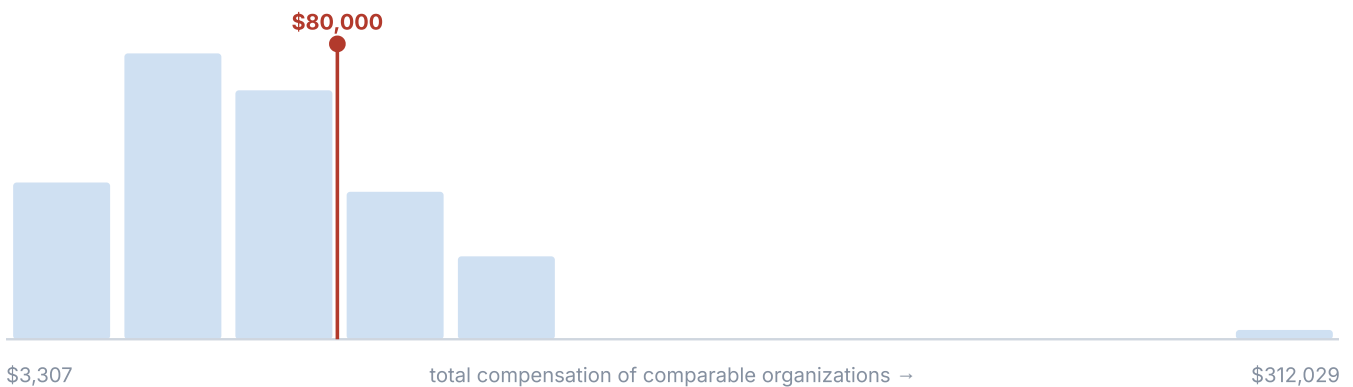
BUDGET Total revenue between \$274,502 and \$614,557 — 0.67x to 1.50x the subject's \$409,705 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

101 organizations qualified on sector, size, and geography

→ **101** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,992

\$39,635

\$61,000

\$80,620

\$103,742

\$80,000



● 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 NY 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
Creativeone Productions Inc	FL	\$408,596	President	\$66,000	\$70,641	2023
Women & Family Life Center Inc	CT	\$408,164	Executive Director	\$105,925	\$113,155	2023
West Hartford Art League Inc	CT	\$419,447	Executive Di	\$70,079	\$70,841	2025
Carlton Landing Charitable Foundation	OK	\$397,725	Executive Dir. (Thru May)	\$9,000	\$11,291	2023
Learning First Alliance	VA	\$422,999	Executive Director	\$114,920	\$122,794	2024
Florida Insurance Fraud Education Committee	FL	\$424,014	Director (Compensated As Webmaster)	\$7,821	\$8,131	2024
De Colores Arts	CA	\$393,608	Executive Director	\$132,613	\$126,724	2024
The Society For Financial Awareness	CA	\$426,670	Coo	\$108,489	\$103,672	2024
Oregon Walks	OR	\$392,591	Executive Di	\$80,519	\$85,193	2023
Landmark Events Inc	FL	\$392,181	President	\$91,000	\$92,166	2025
Colorado Springs Community Ventures Inc	CO	\$391,700	Chief Executive Officer	\$21,010	\$22,295	2024
Demolay International 73000 Northern California	CA	\$390,765	Executive Director	\$81,946	\$80,620	2023
Henderson Chamber Of Commerce	NV	\$390,603	Ed Of Founda	\$9,089	\$10,082	2024
Upbeat Music And Arts Center	IL	\$430,843	President	\$43,968	\$49,249	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chicago Dancemakers Forum	IL	\$431,745	Executive Dir.	\$79,928	\$86,959	2024
The Jar	MA	\$432,651	Executive Director & Founder	\$110,000	\$112,621	2023
D2is Foundation	CA	\$382,720	President	\$40,327	\$39,674	2023
D3 Arts	CO	\$437,977	Executive Dir.	\$75,000	\$79,586	2024
Arts Connect International Inc	MA	\$438,544	Co-director	\$72,808	\$74,543	2023
Outlinc Inc	NE	\$439,338	Executive Director	\$69,216	\$84,818	2023
Sculpture Tucson org Inc	AZ	\$442,026	Executive Director	\$10,000	\$10,643	2024
Mnff Inc	VT	\$377,160	Executive Di	\$18,846	\$20,992	2024
Lehi Arts Council	UT	\$443,321	President	\$12,000	\$13,592	2024
Sutter County Parent Network	CA	\$444,405	Co-executive Director	\$56,264	\$53,766	2024
Forward Progress Arts & Entertainment Centers Inc	TX	\$372,833	Executive Director	\$23,050	\$25,516	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 101 organizations. Compensation range \$3,307–\$312,029; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$409,705); for reference, expenses \$377,636 and assets \$300,843.

ROLE MATCH	Heather Buggee, reported title " <i>FOUNDER/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	71st
Total compensation (D + F), as reported (no adjustments)	76th
Reportable pay only (column D), adjusted	71st
All sources (D + E + F), adjusted	67th

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 (Heather Buggee) 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 101 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 71st 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.