

Hope & Passion Ministries Inc

Executive Director / CEO

EIN 260498441

PA · NTEE X21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shelli Prindle, Executive Director / CEO** (\$114,675) against **every comparable organization** that fit the selection criteria — **315** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

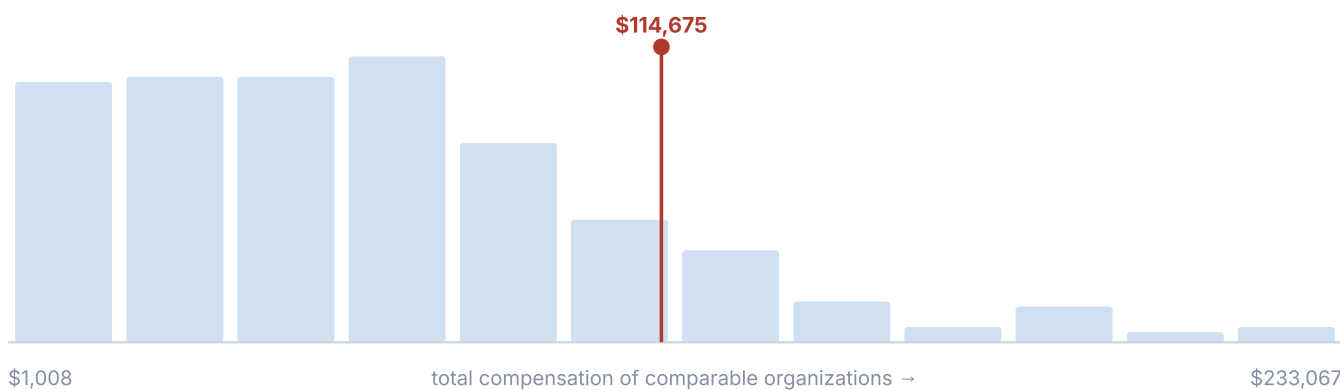
Benchmarked executive: Shelli Prindle — reported title “President Chair Acting Vice Chair”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$235,291 and \$526,773 — 0.67x to 1.50x the subject's \$351,182 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

315 organizations qualified on sector, size, and geography → **315** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,683	\$31,130	\$59,704	\$88,293	\$125,013	\$114,675
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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 PA 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
L2I Inc	GA	\$351,567	Metro Co-director	\$81,894	\$85,011	2023
Triumphant Living Ministries Inc	TN	\$350,720	President/chairman	\$169,886	\$184,358	2023
Word Alive Ministries	GA	\$350,553	President	\$81,000	\$81,670	2024
Kingdom Conditioning Ministries	CA	\$352,610	President	\$237,414	\$205,576	2024
Gary & Drenda Keesee Ministries	OH	\$352,916	President	\$157,000	\$166,748	2024
Mormon Discussion Inc	UT	\$348,766	President	\$100,000	\$105,663	2023
Twin Oaks Christian Camp And Retreat Center	TX	\$353,881	Executive Director	\$72,038	\$74,395	2023
John Murry Evangelistic Association	MO	\$354,485	President	\$9,300	\$10,170	2023
Mission Support Network	CA	\$354,618	President	\$75,306	\$67,133	2023
The Agape Mission Of Bartlesville Inc	OK	\$355,250	President/executive Direct	\$63,100	\$71,733	2023
New Harvest Missions International Inc	FL	\$355,577	President	\$84,000	\$79,130	2024
St John #5 Baptist Church Inc	LA	\$355,651	Executive Director	\$12,396	\$14,092	2023
Primera Iglesia Pentecostal Roca De Salvacion Inc	NY	\$355,946	President	\$21,000	\$19,029	2024
Inspirational Gospel Assembly Inc	NY	\$346,179	President	\$31,500	\$28,543	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vision Street Ministries Inc	GA	\$346,018	President	\$95,000	\$98,615	2023
10m Foundation	MS	\$356,801	President	\$69,381	\$77,487	2024
Women At The Well Ministries	TN	\$357,283	President	\$20,085	\$21,171	2024
Jim Ryun Ministries Inc	FL	\$357,774	Treasurer	\$93,962	\$88,515	2024
Liberated Living Ministries Inc	OK	\$343,980	President	\$122,400	\$139,145	2023
Baltimore Antioch Leadership Movement	MD	\$359,177	Treasury	\$12,000	\$11,250	2024
Christ Apostolic Church (Cac) Atlant	GA	\$360,100	Pastor	\$118,800	\$123,321	2023
Finding Purpose	NC	\$342,136	Executive Di	\$91,721	\$95,035	2024
Global Mission Nepal Inc	NC	\$340,995	President	\$99,504	\$103,099	2024
For Such A Time As This Inc	NC	\$361,589	President	\$150,108	\$155,532	2024
Exago Ministries Inc	AR	\$340,559	President	\$170,700	\$192,408	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 315 organizations. Compensation range \$1,008–\$233,067; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$351,182); for reference, expenses \$174,849 and assets \$829,430. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Shelli Prindle, reported title " <i>President Chair Acting Vice Chair</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	12 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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	86 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 (Shelli Prindle) 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 315 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,675 is reasonable (approximately the 87th 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.