

Spring Of Hope International

Executive Director / CEO

EIN 412143073

WA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Opap, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

Benchmarked executive: David Opap — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

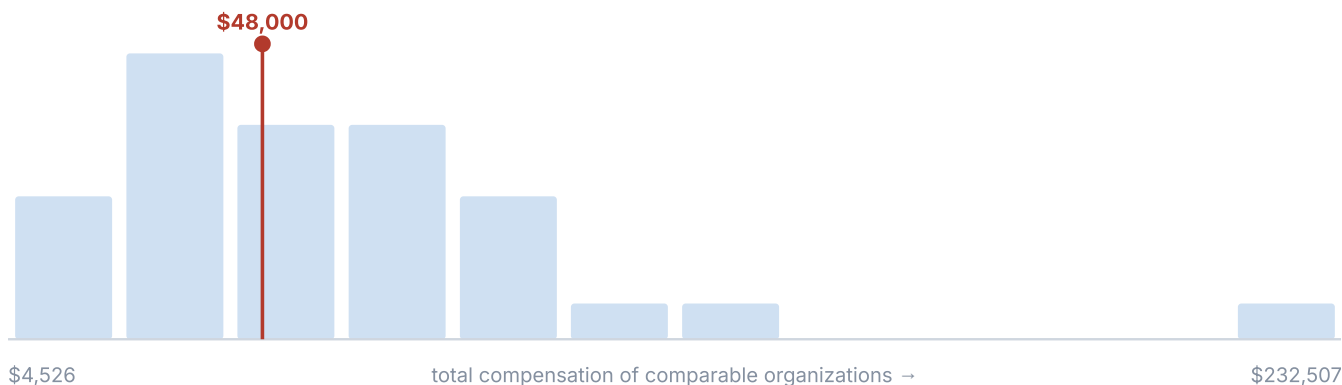
BUDGET Total revenue between \$250,998 and \$561,936 — 0.67x to 1.50x the subject's \$374,624 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + WA + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography

→ **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,631	\$26,590	\$53,266	\$74,751	\$97,500	\$48,000
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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 WA 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
Unity Center	WA	\$373,579	Executive Director	\$57,600	\$59,301	2023
Deconstructing The Mental Health System	WA	\$365,640	President & Ceo	\$24,562	\$25,287	2023
Olympia Family Theater	WA	\$356,395	Executive Director	\$47,500	\$47,500	2024
Pybus Market Charitable Foundation	WA	\$355,327	Gm/executive Director	\$25,002	\$25,002	2024
Fairvote Washington	WA	\$396,056	Executive Director	\$64,271	\$66,169	2023
The Cove	WA	\$397,998	Executive Director	\$25,967	\$26,734	2023
Essentials First	WA	\$406,291	Ceo	\$77,500	\$77,500	2024
Unbridled Spirit 7	WA	\$411,014	Executive Director	\$72,002	\$72,002	2024
Aging In Pace Washington	WA	\$411,837	President	\$30,263	\$30,263	2024
Serve Ethiopians Washington	WA	\$332,658	Executive Director	\$92,480	\$92,480	2024
A Supportive Community For All	WA	\$428,374	Executive Director	\$87,136	\$89,710	2023
Hilltop Urban Gardens	WA	\$320,448	Board Member	\$61,294	\$61,294	2024
Catholic Charities Foundation 61885016	WA	\$318,166	Executive Director	\$26,446	\$26,446	2024
Big Homie Ministries International	WA	\$315,083	Executive Director	\$67,475	\$67,475	2024
One Eighty Foundation	WA	\$305,081	Executive Director	\$106,187	\$109,323	2023
The Hoff Foundation	WA	\$301,991	Executive Director	\$45,500	\$46,844	2023
Spokane Fatherhood Initiative	WA	\$449,994	Vice President	\$19,900	\$19,387	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For Multicultural Solutions	WA	\$292,882	Executive Director	\$51,738	\$53,266	2023
Mineral Lake Lions Foundation	WA	\$281,503	Vice President	\$6,000	\$6,177	2023
Grow Further Club	WA	\$469,921	Chief Of Sta	\$120,754	\$124,321	2023
Fairvote Washington Foundation	WA	\$477,853	Executive Director	\$4,396	\$4,526	2023
Compassion Washington	WA	\$269,399	Executive Dir.	\$36,000	\$37,063	2023
World Impact Network	WA	\$269,209	Executive Dir.	\$97,500	\$97,500	2024
Kaleidoscope Community Services Inc	WA	\$267,220	Executive Dir.	\$23,577	\$23,577	2024
Foster Hearts	WA	\$484,927	President	\$21,631	\$21,631	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	31 organizations. Compensation range \$4,526–\$232,507; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$374,624); for reference, expenses \$410,312 and assets \$192,308.
ROLE MATCH	David Opap, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	45 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	32 nd

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 (David Opat) 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 31 similarly situated organizations (Same NTEE sector (P20) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 45th 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.