

Hope Springs Christian Learning Center Inc

Executive Director / CEO

EIN 582215876
 GA · NTEE B28Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Sarah West, Executive Director / CEO** (\$39,930) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

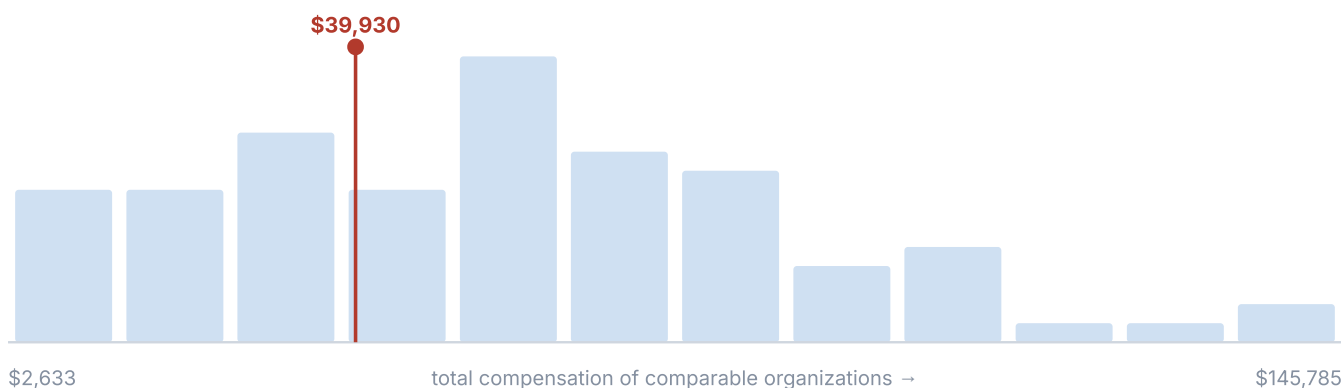
Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (B28Z).
- BUDGET Total revenue between \$276,736 and \$619,558 — 0.67x to 1.50x the subject's \$413,039 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,430 10TH	\$29,872 25TH	\$54,688 MEDIAN	\$75,592 75TH	\$99,884 90TH	\$39,930 THIS ORG · 34TH
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■ **Comparable organizations**

\$15,430

\$29,872

P50
\$54,688

P75
\$75,592

P90
\$99,884

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 GA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
No More Sidelines	MI	\$408,828	\$26,690	990
Spectrum Of Joy Inc	AZ	\$407,281	\$10,114	990
The Social Engineering Project	CA	\$405,321	\$79,273	990
The Exceptional Way Inc	GA	\$421,142	\$59,908	990
Roxbury Roots Montessori Inc	MA	\$404,189	\$65,056	990
Blazing Stars Montessori School Inc	FL	\$403,928	\$54,074	990
Exceptional Education Outreach Inc	FL	\$402,749	\$25,592	990
Clarke County Education Foundation Inc	VA	\$397,863	\$38,450	990
Snowdrop Montessori School Inc	MA	\$396,087	\$53,623	990
Matthew 19 14	KS	\$432,166	\$49,635	990
The Italian American Club Foundation	MN	\$391,509	\$75,670	990
Huaxia Chinese School At Bergen Inc	NJ	\$390,653	\$7,898	990
Alexsander Academy Inc	GA	\$390,034	\$100,130	990
Shenandoah Autism Center	VA	\$436,300	\$66,602	990
Arizona Spellers Academy	AZ	\$439,070	\$12,902	990
Mission Empower	PA	\$386,847	\$33,599	990
Westerhoff School Of Music & Art Inc	NJ	\$441,879	\$118,176	990
Clover Montessori School	PA	\$383,799	\$68,413	990
New Castle Learning Advantage	CO	\$382,113	\$14,146	990
Wisteria Montessori Inc	MA	\$444,264	\$50,635	990
Inspiring Minds	ND	\$380,097	\$81,614	990
Azalea Montessori Elementary Nature School	OH	\$378,989	\$63,203	990
Take Note Studio Inc	WI	\$378,193	\$101,876	990
Kingsport Christian Academy	TN	\$376,169	\$26,076	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Dyslexia Tutoring Program	MD	\$452,959	\$145,785	990

■ 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 GA 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	82 organizations. Compensation range \$2,633–\$145,785; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$413,039); for reference, expenses \$407,253 and assets \$716,415.
ROLE MATCH	Sarah West, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	34th
Total compensation (D + F), as reported (no adjustments)	32nd
Reportable pay only (column D), adjusted	35th
All sources (D + E + F), adjusted	33rd

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 (Sarah West) 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 82 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,930 is reasonable (approximately the 34th 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). 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.