

Hope Water International

Executive Director / CEO

EIN 820961507
 MI · NTEE Q11
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Bill Clark, Executive Director / CEO** (\$53,333) against **every comparable organization** that fit the selection criteria — **623** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

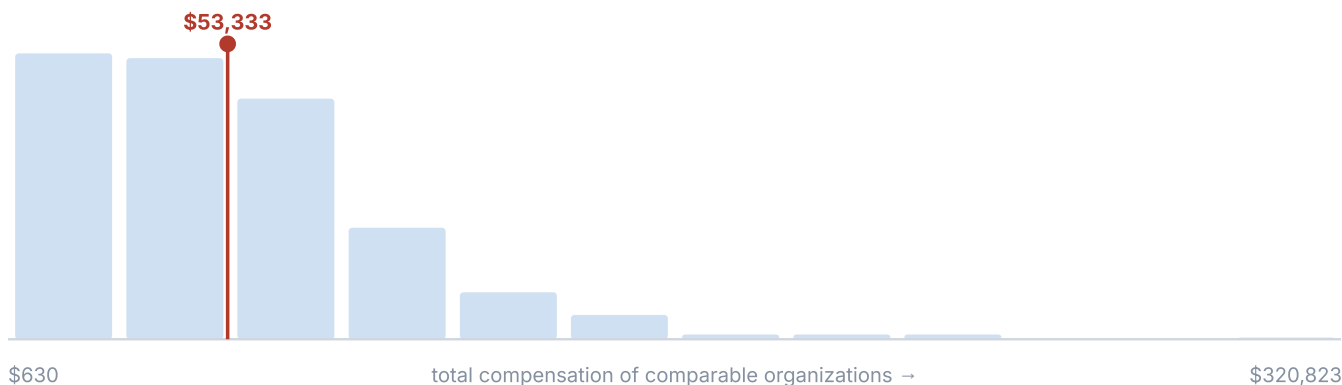
Benchmarked executive: Bill Clark — reported title “EXECUTIVE DIRECTOR/PRESIDE”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q11).
BUDGET	Total revenue between \$213,031 and \$476,935 — 0.67x to 1.50x the subject's \$317,957 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

623 organizations qualified on sector, size, and geography → **623** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,037	\$24,374	\$47,325	\$73,160	\$101,245	\$53,333
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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 MI 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
Deep Time Journey Network	NJ	\$318,272	President	\$65,000	\$54,613	2024
Hope Filled Hearts 4 Africa Inc	CA	\$318,590	President	\$12,000	\$9,751	2024
Long Way Home Inc	OR	\$317,075	Executive Director	\$3,500	\$3,059	2024
Ccm Evangelical Ministries	TX	\$319,102	President	\$67,000	\$63,069	2024
Beyond The Orphanage Foundation Inc	VT	\$316,581	Chief Executive Officer	\$29,621	\$28,056	2024
Partners In Progress	PA	\$319,434	Executive Direc	\$42,306	\$40,874	2023
Medreach Inc	AL	\$316,399	Sec/treasure	\$2,203	\$2,306	2023
Two Bridges Football Club Inc	NY	\$320,107	Ceo/executive Director	\$36,000	\$30,612	2024
Global Jothoor Foundation	VA	\$320,739	Ceo	\$85,785	\$80,248	2023
She Is More Than Inc	FL	\$315,034	Executive Director	\$40,354	\$36,728	2023
Hope Seeds Inc	FL	\$314,989	Executive Director	\$66,950	\$60,934	2023
World Affairs Council Of New Hampshire	NH	\$321,406	Executive Director	\$97,060	\$86,829	2023
Adopt A Family Foundation	CA	\$314,408	Ceo/chair	\$6,000	\$4,876	2024
Guatemala Deaf Ministries	CA	\$321,509	Vice President	\$32,875	\$26,714	2024
Media For Development International	WA	\$314,036	President	\$28,000	\$23,591	2024
The Fountain For The Natural	OR	\$322,044	President	\$700	\$630	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Reinventing Bretton Woods Foundation	NY	\$322,194	President & Executive Director	\$158,000	\$134,355	2024
Abrahams Tent Inc	NY	\$313,586	Director	\$22,500	\$19,698	2023
Airline Ambassadors International Inc	NY	\$322,945	Vice Chairman, Secretary	\$15,000	\$12,756	2024
Leaving A Positive Legacy Inc	FL	\$322,984	Executive Director (Former)	\$65,300	\$59,432	2023
Design For Life	MI	\$312,900	Executive Director	\$245,966	\$238,909	2024
Helping Oppressed People Everywhere	TX	\$323,194	Director	\$57,313	\$55,544	2023
Healing Art Missions	OH	\$323,305	Executive Director	\$83,135	\$85,308	2023
Agricorps Inc	TX	\$312,305	Executive Director	\$73,125	\$67,060	2025
Could You	NY	\$324,148	Ceo	\$71,000	\$60,375	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI cost of living and 2023 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 MI 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 623 organizations. Compensation range \$630–\$320,823; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$317,957); for reference, expenses \$294,093 and assets \$178,883.

ROLE MATCH Bill Clark, reported title "EXECUTIVE DIRECTOR/PRESIDE", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 14 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	56 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	54 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 (Bill Clark) 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 623 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,333 is reasonable (approximately the 56th 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.