

# The Sarah Stitt Hope Foundation Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Lauren Dunlap, Executive Director / CEO** (\$4,200) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Lauren Dunlap — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B03).

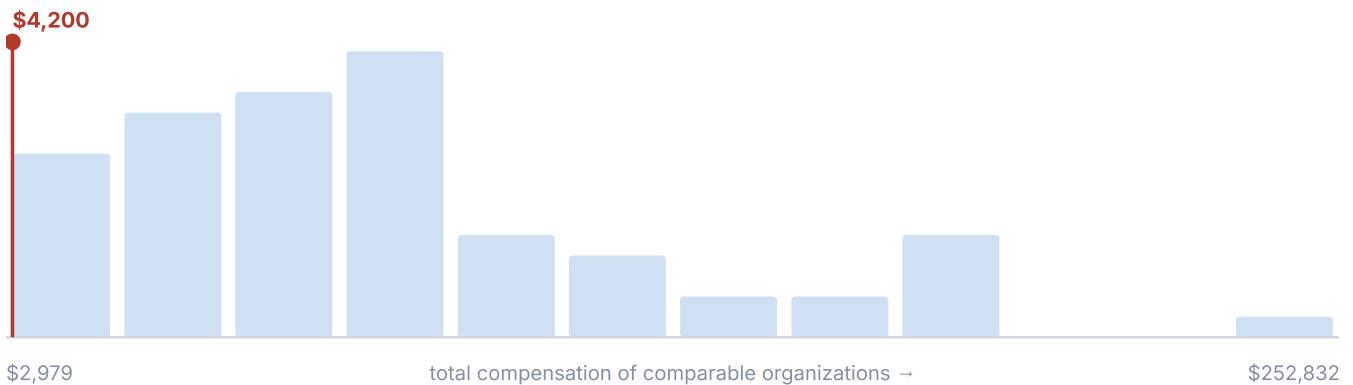
**BUDGET** Total revenue between \$306,271 and \$685,681 — 0.67x to 1.50x the subject's \$457,121 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

**65** organizations qualified on sector, size, and geography

→ **65** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,544

\$38,178

\$66,418

\$94,628

\$162,272

**\$4,200**



## ■ 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 OK 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
<a href="#">Achieve Hartford Inc</a>	CT	\$460,828	Executive Di	\$173,538	<b>\$147,767</b>	2023
<a href="#">It4causes Inc</a>	VA	\$463,496	Chair	\$157,793	<b>\$138,363</b>	2023
<a href="#">The Paradigm Project</a>	IL	\$448,500	President	\$9,507	<b>\$8,488</b>	2023
<a href="#">National Association Of Corporate Directors</a>	TX	\$446,614	Executive Director	\$180,700	<b>\$159,445</b>	2024
<a href="#">Illinois Reading Council Inc</a>	IL	\$471,368	Executive Dir.	\$82,000	<b>\$69,278</b>	2025
<a href="#">Tennessee Music Education Association</a>	TN	\$441,617	Treasurer / Executive Director	\$20,960	<b>\$19,435</b>	2024
<a href="#">Utah Coalition For Educational</a>	UT	\$441,579	Treasurer	\$3,300	<b>\$2,979</b>	2024
<a href="#">Ischools Inc</a>	MA	\$473,028	Exec Dir (Fr	\$89,279	<b>\$70,769</b>	2024
<a href="#">Wingsforgrowth Inc</a>	NJ	\$435,310	Founder And Ceo	\$81,250	<b>\$63,990</b>	2024
<a href="#">Practice Transformation Institute</a>	MI	\$480,890	Vice-preside	\$73,669	<b>\$67,073</b>	2024
<a href="#">Apga Security And Integrity Foundation</a>	DC	\$482,269	Ceo	\$48,104	<b>\$37,236</b>	2024
<a href="#">Center For Mindful Relationships</a>	CA	\$429,861	Clinical Directr	\$75,400	<b>\$57,432</b>	2024
<a href="#">Abundant Life Ministries Hope</a>	FL	\$485,074	Ceo	\$65,000	<b>\$53,863</b>	2024
<a href="#">Harvard Alumni Entrepreneurs Inc</a>	MA	\$492,379	President	\$120,000	<b>\$92,668</b>	2025
<a href="#">Sogal Foundation</a>	FL	\$421,062	Operations & Partnerships Mana	\$63,236	<b>\$56,161</b>	2022
<a href="#">Small World Yoga Inc</a>	TN	\$494,491	Executive Dir.	\$75,000	<b>\$71,595</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Athenia Veterans Post Inc</a>	NJ	\$500,431	1st Vice Commander	\$12,000	<b>\$9,207</b>	2025
<a href="#">Virginia Council For Private Education</a>	VA	\$505,724	Executive Director	\$115,885	<b>\$98,700</b>	2024
<a href="#">Whitaker Small Farm Group Inc</a>	NC	\$403,763	Presidentceo	\$63,500	<b>\$57,876</b>	2024
<a href="#">Association Of Specialized &amp;</a>	IL	\$517,459	Former Executive Director/sec.	\$299,261	<b>\$252,832</b>	2025
<a href="#">Talas - Texas Association Of Latinoadministrators And Superintendents</a>	TX	\$385,738	Executive Director	\$27,500	<b>\$24,265</b>	2024
<a href="#">Missouri Association Of Treatment</a>	MO	\$385,113	Executive Di	\$59,792	<b>\$55,863</b>	2024
<a href="#">Paris Church Of The Holy Cross Parish</a>	TX	\$377,944	Ececutive Director	\$25,703	<b>\$22,680</b>	2024
<a href="#">Judaism Alive Dba Jewish Rock Radio</a>	MO	\$375,866	Executive Dir.	\$78,000	<b>\$75,026</b>	2023
<a href="#">The Corporation For Community And Economic Dev Uni</a>	FL	\$375,500	Executive Director	\$111,450	<b>\$95,082</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 65 organizations. Compensation range \$2,979–\$252,832; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$457,121); for reference, expenses \$395,990 and assets \$238,665.

ROLE MATCH	Lauren Dunlap, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</sup>

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 (Lauren Dunlap) 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 10, 2026, comparing compensation against 65 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,200 is reasonable (approximately the 3<sup>rd</sup> 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 10, 2026.