

# Unbridled Spirit 7

Executive Director / CEO

EIN 872397848

WA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sonja Wingard, Executive Director / CEO** (\$72,002) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Sonja Wingard — 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 (P20).

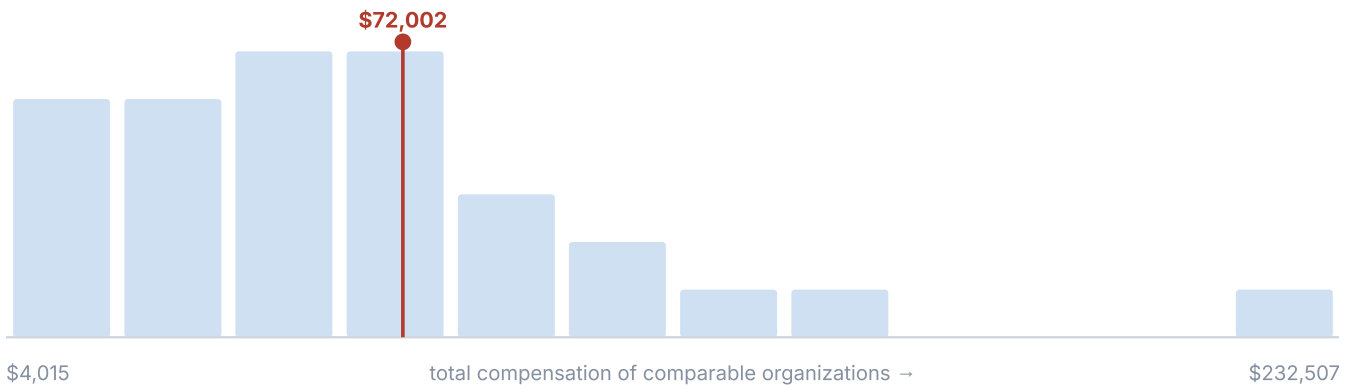
**BUDGET** Total revenue between \$275,379 and \$616,521 — 0.67x to 1.50x the subject's \$411,014 (the band tightens as size grows).

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

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

→ **30** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$18,066</b>	<b>\$26,518</b>	<b>\$56,284</b>	<b>\$84,971</b>	<b>\$116,967</b>	<b>\$72,002</b>
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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
<a href="#">Aging In Pace Washington</a>	WA	\$411,837	President	\$30,263	<b>\$30,263</b>	2024
<a href="#">Essentials First</a>	WA	\$406,291	Ceo	\$77,500	<b>\$77,500</b>	2024
<a href="#">The Cove</a>	WA	\$397,998	Executive Director	\$25,967	<b>\$26,734</b>	2023
<a href="#">Fairvote Washington</a>	WA	\$396,056	Executive Director	\$64,271	<b>\$66,169</b>	2023
<a href="#">A Supportive Community For All</a>	WA	\$428,374	Executive Director	\$87,136	<b>\$89,710</b>	2023
<a href="#">Spring Of Hope International</a>	WA	\$374,624	Executive Di	\$48,000	<b>\$48,000</b>	2024
<a href="#">Unity Center</a>	WA	\$373,579	Executive Director	\$57,600	<b>\$59,301</b>	2023
<a href="#">Spokane Fatherhood Initiative</a>	WA	\$449,994	Vice President	\$19,900	<b>\$19,387</b>	2025
<a href="#">Deconstructing The Mental Health System</a>	WA	\$365,640	President & Ceo	\$24,562	<b>\$25,287</b>	2023
<a href="#">Olympia Family Theater</a>	WA	\$356,395	Executive Director	\$47,500	<b>\$47,500</b>	2024
<a href="#">Pybus Market Charitable Foundation</a>	WA	\$355,327	Gm/executive Director	\$25,002	<b>\$25,002</b>	2024
<a href="#">Grow Further Club</a>	WA	\$469,921	Chief Of Sta	\$120,754	<b>\$124,321</b>	2023
<a href="#">Fairvote Washington Foundation</a>	WA	\$477,853	Executive Director	\$4,396	<b>\$4,526</b>	2023
<a href="#">Foster Hearts</a>	WA	\$484,927	President	\$21,631	<b>\$21,631</b>	2024
<a href="#">Restoration Counseling Services</a>	WA	\$485,040	President	\$225,836	<b>\$232,507</b>	2023
<a href="#">Serve Ethiopians Washington</a>	WA	\$332,658	Executive Director	\$92,480	<b>\$92,480</b>	2024
<a href="#">Hilltop Urban Gardens</a>	WA	\$320,448	Board Member	\$61,294	<b>\$61,294</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Catholic Charities Foundation 61885016</a>	WA	\$318,166	Executive Director	\$26,446	<b>\$26,446</b>	2024
<a href="#">Pizza Klatch</a>	WA	\$506,216	Executive Di	\$62,444	<b>\$64,288</b>	2023
<a href="#">Big Homie Ministries International</a>	WA	\$315,083	Executive Director	\$67,475	<b>\$67,475</b>	2024
<a href="#">One Eighty Foundation</a>	WA	\$305,081	Executive Director	\$106,187	<b>\$109,323</b>	2023
<a href="#">The Hoff Foundation</a>	WA	\$301,991	Executive Director	\$45,500	<b>\$46,844</b>	2023
<a href="#">Queer Power Alliance</a>	WA	\$524,633	Executive Director	\$84,952	<b>\$87,461</b>	2023
<a href="#">Foundation For Multicultural Solutions</a>	WA	\$292,882	Executive Director	\$51,738	<b>\$53,266</b>	2023
<a href="#">Wind Of God</a>	WA	\$534,521	Executive Dir.	\$50,000	<b>\$50,000</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 30 organizations. Compensation range \$4,015–\$232,507; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$411,014); for reference, expenses \$324,988 and assets \$104,579.

**ROLE MATCH** Sonja Wingard, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 5 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	70 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	70 <sup>th</sup>
Reportable pay only (column D), adjusted	70 <sup>th</sup>
All sources (D + E + F), adjusted	57 <sup>th</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 (Sonja Wingard) 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 30 similarly situated organizations (Same NTEE sector (P20) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,002 is reasonable (approximately the 70<sup>th</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 9, 2026.