

Oyate Hope Academy

Executive Director / CEO

EIN 921530036

SD · NTEE B24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Wendell Gehman, Executive Director / CEO** (\$50,163) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

Benchmarked executive: Wendell Gehman — 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 (B24).

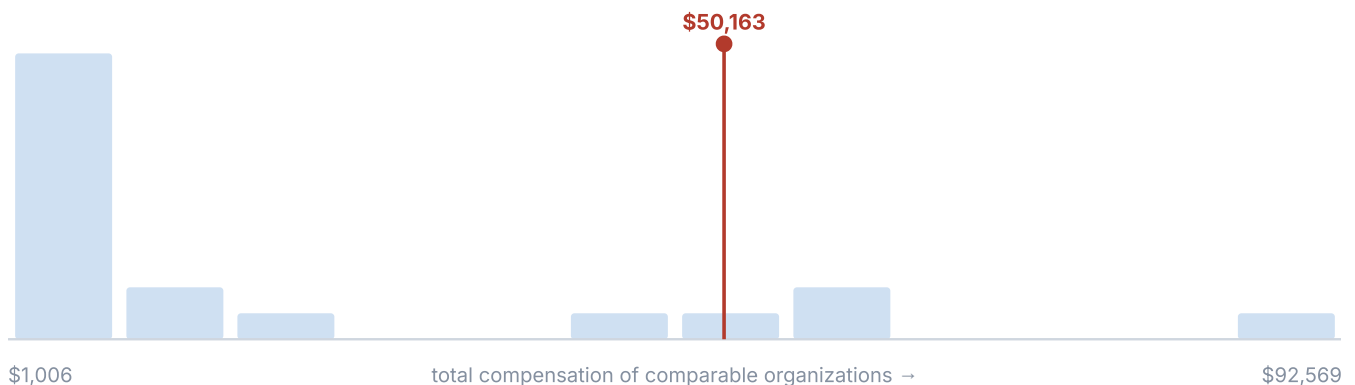
BUDGET Total revenue between \$85,590 and \$191,620 — 0.67x to 1.50x the subject's \$127,747 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,080	\$3,540	\$6,664	\$33,088	\$56,054	\$50,163
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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 SD 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
Acton Pittsburgh Inc	PA	\$122,587	Sec	\$5,498	\$4,968	2023
Marietta Johnson School Of Organic	AL	\$115,900	Board Member	\$10,900	\$10,363	2024
Oklahoma School Of Innovation And Experiential Learning Inc	OK	\$141,809	President	\$55,000	\$54,875	2023
Oakville Community Christian	OR	\$143,240	President	\$18,088	\$14,402	2025
Wca Foundation Inc	KS	\$111,773	President	\$2,113	\$2,068	2023
Westlake Academy Inc	OH	\$109,797	Board Member	\$1,125	\$1,080	2023
Vermillion Bend Academy	LA	\$106,432	Director	\$7,608	\$7,373	2024
Southern Connecticut Chinese School Inc	CT	\$104,753	Principal	\$4,800	\$3,961	2024
Huaxia Chinese School At Montgomery Inc	NJ	\$153,698	Board Member	\$1,280	\$1,006	2024
Yeshiva Elementary Inc	FL	\$100,796	Vp & Principal	\$108,750	\$92,569	2023
Open Fields Inc	VT	\$158,919	Director/head Of School	\$4,320	\$3,827	2024
Community Christian School Of	IN	\$161,955	Director	\$63,600	\$60,772	2023
Firefly Education	LA	\$162,356	Director	\$51,500	\$51,383	2023
Alabama Association Of Elementary	AL	\$163,487	Aesa Ast Ex Director	\$23,500	\$23,004	2023
Solon Academy Inc	OH	\$166,891	Board Member	\$1,125	\$1,080	2023
Boulder Sudbury School	CO	\$176,598	Secretary And Teacher	\$6,516	\$5,357	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ohr Zahava	TX	\$179,842	Vice President	\$47,630	\$43,171	2023
Huaxia Chinese School At Bridgewater	NJ	\$184,351	Principal	\$8,480	\$6,664	2024
St Catherine Of Siena Academy	NY	\$186,368	Chair & Trea	\$4,090	\$3,253	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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	19 organizations. Compensation range \$1,006–\$92,569; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$127,747); for reference, expenses \$132,140 and assets \$204,779.
ROLE MATCH	Wendell Gehman, reported title <i>"Executive Director"</i> , 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	79th
Total compensation (D + F), as reported (no adjustments)	79th
Reportable pay only (column D), adjusted	79th

All sources (D + E + F), adjusted

74th

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 (Wendell Gehman) 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 19 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,163 is reasonable (approximately the 79th 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.