

Maryland Bar Foundation Inc

Executive Director / CEO

EIN 237052856
 MD · NTEE B990
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Anna Sholl, Executive Director / CEO** (\$15,561) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

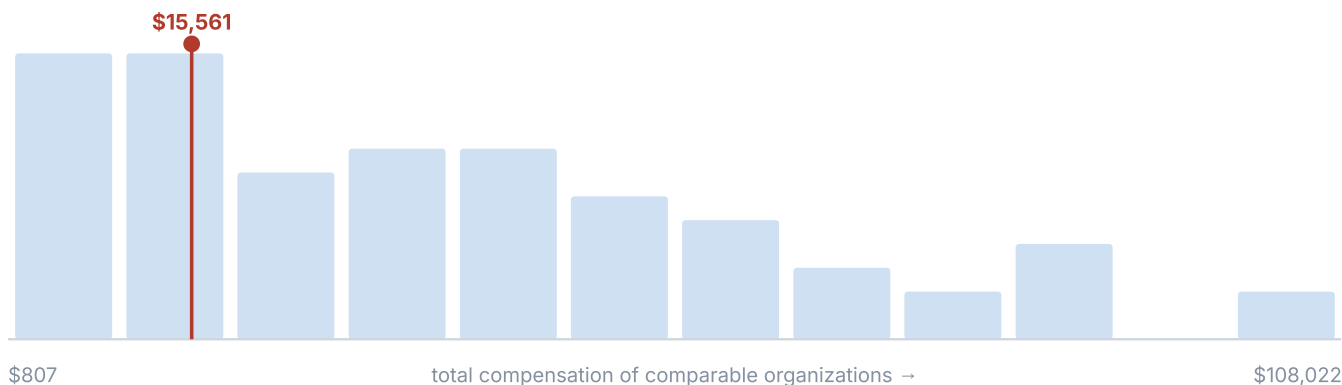
Benchmarked executive: Anna Sholl — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B990).
BUDGET	Total revenue between \$68,878 and \$154,204 — 0.67x to 1.50x the subject's \$102,803 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,182	\$14,700	\$32,302	\$51,635	\$75,742	\$15,561
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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 MD 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
Children And Teachers Foundation Of The	IL	\$103,771	President	\$41,706	\$43,857	2023
Bangor Area School District	PA	\$101,453	Ex Director	\$11,528	\$11,943	2024
Project Implicit Inc	MA	\$104,552	Executive Director	\$111,038	\$100,993	2025
Duranno Father School Usa	WA	\$100,508	President	\$12,000	\$11,162	2024
North Dakota Farm Bureau Foundation	ND	\$105,298	Sec-treas/executive Vp/ceo	\$69,187	\$78,883	2024
Sskc Educational Support Inc	MO	\$100,000	Ceo & President/secretary	\$66,164	\$74,957	2023
The Education Policy And Leadership Center	PA	\$105,933	Executive Director	\$15,000	\$15,541	2024
Greater Madison Chamber Of Commerce	WI	\$107,750	President	\$26,461	\$28,711	2024
The Learning And Achievement Foundation Inc	CA	\$108,350	President Director	\$900	\$807	2024
Slate Of Mind	NC	\$95,180	Executive Director	\$78,836	\$84,630	2024
Hearts At Home Inc	KY	\$110,679	President	\$94,000	\$108,022	2023
Cleveland Jobs With Justice	OH	\$111,199	Director	\$53,000	\$58,320	2024
Contemporary Chinese School Of Az	AZ	\$94,063	Director	\$4,187	\$4,307	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The My Hero Project Inc	CA	\$93,087	President & Executive Dire	\$36,000	\$32,296	2024
Institute For Postmodern Development Of China	CA	\$112,874	Treasurer	\$6,900	\$6,373	2023
Fawcett Memorial Hospital Medical Staff Fund Inc	FL	\$112,922	President	\$1,260	\$1,230	2024
Longview Isd Foundation Inc	TX	\$113,059	Executive Dir.	\$24,000	\$24,942	2024
Allentown Patriots Athletic Association	PA	\$113,216	Athletic Director	\$14,311	\$15,265	2023
California Association Of Realtors	CA	\$91,525	Treasurer	\$56,565	\$50,746	2024
American University Of Sovereign Nations Inc	AZ	\$91,158	President	\$54,600	\$56,166	2023
Midwest Institute For International	MI	\$91,018	Director	\$35,970	\$37,578	2025
Hoover City Schools Foundation	AL	\$114,734	Executive Director	\$22,663	\$26,188	2023
Russian School Of Austin	TX	\$90,867	President	\$1,804	\$1,930	2023
Aliveo Learning Center Inc	MN	\$114,928	Asst Gmg Mgr/director	\$33,390	\$35,290	2023
Kipp Dc Supporting Corp	DC	\$115,564	President, Kipp Dc Pcs (Eff 8/2022)	\$5,754	\$5,401	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	69 organizations. Compensation range \$807–\$108,022; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$102,803); for reference, expenses \$141,158 and assets \$808,842.
ROLE MATCH	Anna Sholl, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	10 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	32 nd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 st

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 (Anna Sholl) 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 69 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$15,561 is reasonable (approximately the 32nd 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.