

Summer Work Experience In Law Inc

Executive Director / CEO

EIN 262902937

OH · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ann Brinkley, Executive Director / CEO** (\$22,975) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Ann Brinkley — 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 (B90).

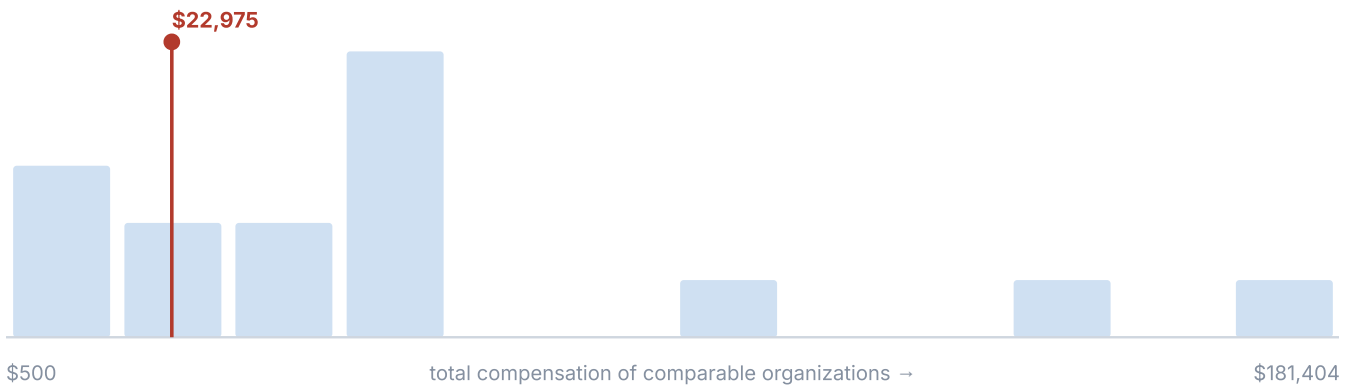
BUDGET Total revenue between \$149,692 and \$335,133 — 0.67x to 1.50x the subject's \$223,422 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90) + OH + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,699	\$20,000	\$49,669	\$56,765	\$121,433	\$22,975
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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 OH 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
Students With A Goal	OH	\$232,969	Executive Director	\$48,654	\$50,091	2023
Leader's Edge Inc	OH	\$212,360	Treasurer/secretary	\$18,000	\$18,000	2024
New Leaf Kitchen	OH	\$209,523	Founder Director	\$43,860	\$45,156	2023
Forever R Children	OH	\$237,961	Executive Di	\$4,000	\$4,000	2024
Cleveland Municipal School District	OH	\$239,927	Director	\$138,367	\$138,367	2024
Quality Champions For Life	OH	\$206,795	Executive Director	\$22,000	\$22,000	2024
Ashtabula County Continued Education	OH	\$242,364	Executive Director	\$55,643	\$57,287	2023
Northeast Ohio Worker Center	OH	\$189,940	Executive Director	\$56,243	\$56,243	2024
The Ohio Educational Outreach Found	OH	\$189,289	Board Member	\$500	\$500	2024
Inspirededucation Inc	OH	\$271,292	Executive Director	\$48,375	\$49,804	2023
Taos Institute	OH	\$171,029	President	\$8,010	\$8,247	2023
Learning Club Of Toledo	OH	\$281,647	5800 Monroe St F5 Sylvania Oh 43560	\$98,574	\$96,033	2025
The Academy Of Senior Health	OH	\$312,870	Ceo	\$176,200	\$181,404	2023
Center For Student Legal Services	OH	\$313,771	Exec. Secret	\$49,669	\$49,669	2024
Peace Village Posters 4 Peace	OH	\$335,014	Executive Director	\$39,800	\$39,800	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 15 organizations. Compensation range \$500–\$181,404; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$223,422); for reference, expenses \$110,859 and assets \$200,789. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

OUTLIERS 2 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	33 rd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	33 rd

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 (Ann Brinkley) 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 15 similarly situated organizations (Same NTEE sector (B90) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,975 is reasonable (approximately the 33rd 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.