

# Cleveland Jobs With Justice

Executive Director / CEO

EIN 341850535

OH · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Deborah Kline, Executive Director / CEO** (\$53,000) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Deborah Kline — 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 (B99).

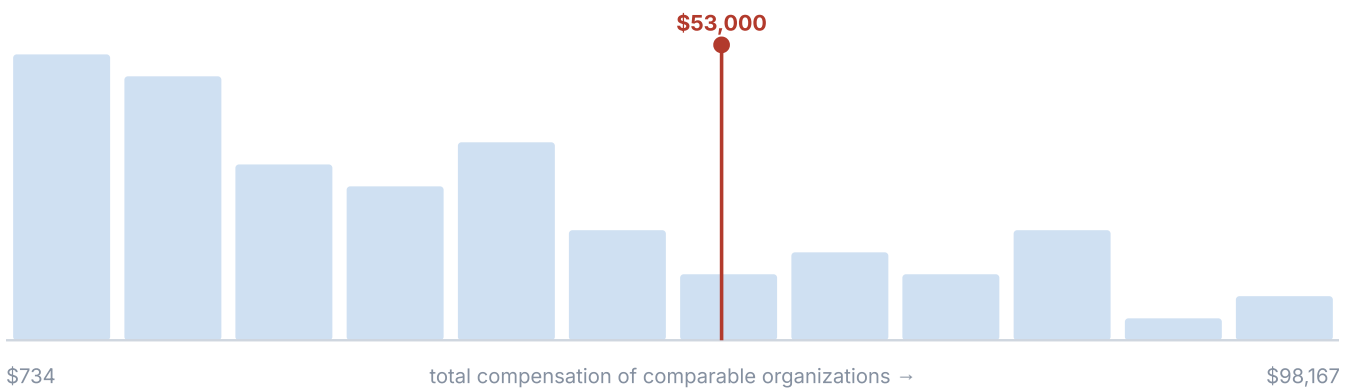
**BUDGET** Total revenue between \$74,503 and \$166,798 — 0.67x to 1.50x the subject's \$111,199 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

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

→ **72** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,127	\$13,954	\$29,353	\$48,584	\$75,513	\$53,000
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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
<a href="#">Hearts At Home Inc</a>	KY	\$110,679	President	\$94,000	<b>\$98,167</b>	2023
<a href="#">Institute For Postmodern Development Of China</a>	CA	\$112,874	Treasurer	\$6,900	<b>\$5,792</b>	2023
<a href="#">Fawcett Memorial Hospital Medical Staff Fund Inc</a>	FL	\$112,922	President	\$1,260	<b>\$1,118</b>	2024
<a href="#">Longview Isd Foundation Inc</a>	TX	\$113,059	Executive Dir.	\$24,000	<b>\$22,667</b>	2024
<a href="#">Allentown Patriots Athletic Association</a>	PA	\$113,216	Athletic Director	\$14,311	<b>\$13,873</b>	2023
<a href="#">The Learning And Achievement Foundation Inc</a>	CA	\$108,350	President Director	\$900	<b>\$734</b>	2024
<a href="#">Greater Madison Chamber Of Commerce</a>	WI	\$107,750	President	\$26,461	<b>\$26,092</b>	2024
<a href="#">Hoover City Schools Foundation</a>	AL	\$114,734	Executive Director	\$22,663	<b>\$23,799</b>	2023
<a href="#">Aliveo Learning Center Inc</a>	MN	\$114,928	Asst Gmg Mgr/director	\$33,390	<b>\$32,070</b>	2023
<a href="#">Kipp Dc Supporting Corp</a>	DC	\$115,564	President, Kipp Dc Pcs (Eff 8/2022)	\$5,754	<b>\$4,908</b>	2023
<a href="#">Sustained Leaders</a>	TX	\$115,736	Ceo	\$15,305	<b>\$14,082</b>	2025
<a href="#">The Education Policy And Leadership Center</a>	PA	\$105,933	Executive Director	\$15,000	<b>\$14,123</b>	2024
<a href="#">North Dakota Farm Bureau Foundation</a>	ND	\$105,298	Sec-treas/executive Vp/ceo	\$69,187	<b>\$71,686</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Project Implicit Inc</a>	MA	\$104,552	Executive Director	\$111,038	<b>\$91,780</b>	2025
<a href="#">Children And Teachers Foundation Of The</a>	IL	\$103,771	President	\$41,706	<b>\$39,855</b>	2023
<a href="#">Association Of Internet Researchers</a>	IL	\$118,897	Associate Coordinator	\$13,328	<b>\$12,371</b>	2024
<a href="#">Maryland Bar Foundation Inc</a>	MD	\$102,803	Director	\$15,561	<b>\$14,142</b>	2023
<a href="#">Sweet Onion Christian Learning</a>	GA	\$120,925	Executive Di	\$35,457	<b>\$33,660</b>	2024
<a href="#">Bangor Area School District</a>	PA	\$101,453	Ex Director	\$11,528	<b>\$10,854</b>	2024
<a href="#">Quality Texas Foundation</a>	TX	\$121,181	Ceo	\$84,333	<b>\$77,595</b>	2025
<a href="#">Duranno Father School Usa</a>	WA	\$100,508	President	\$12,000	<b>\$10,144</b>	2024
<a href="#">Sskc Educational Support Inc</a>	MO	\$100,000	Ceo & President/secretary	\$66,164	<b>\$68,118</b>	2023
<a href="#">San Diego Rhythmic Gymnastics Academy</a>	CA	\$122,800	Head Coach	\$25,400	<b>\$22,193</b>	2022
<a href="#">Slate Of Mind</a>	NC	\$95,180	Executive Director	\$78,836	<b>\$76,909</b>	2024
<a href="#">Tri-state Area Tuition Mission</a>	OH	\$127,906	President	\$23,750	<b>\$23,750</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

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PEER COUNT	72 organizations. Compensation range \$734–\$98,167; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$111,199); for reference, expenses \$77,002 and assets \$117,525.
ROLE MATCH	Deborah Kline, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	67 <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

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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 (Deborah Kline) 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 72 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,000 is reasonable (approximately the 78<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.