

Solar Toledo Neighborhood Foundation

Executive Director / CEO

EIN 825012403
OH · NTEE B12
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Mr Keith Burwell, Executive Director / CEO** (\$60,259) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 71st percentile of comparable organizations

within the typical range

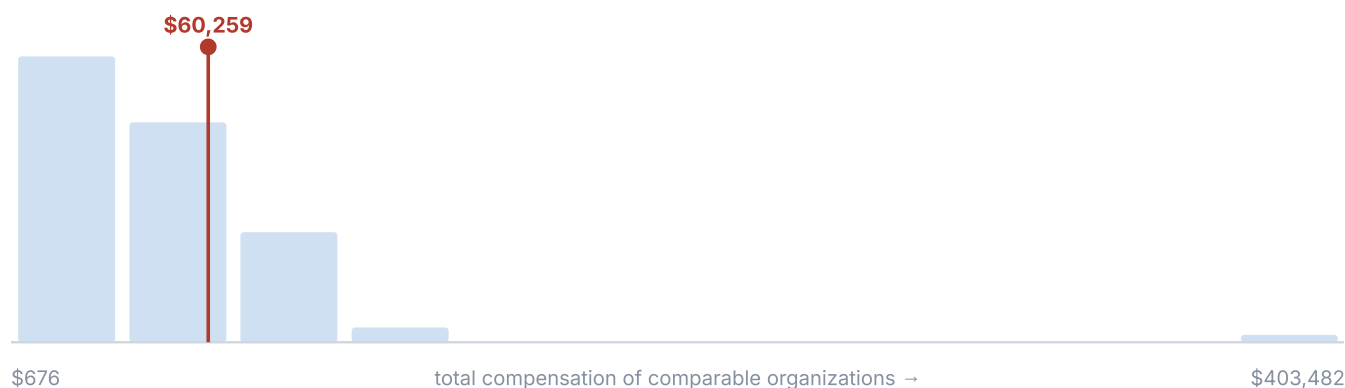
Benchmarked executive: Mr Keith Burwell — reported title “SECRETARY/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B12).
BUDGET	Total revenue between \$189,517 and \$424,293 — 0.67x to 1.50x the subject's \$282,862 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B12), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,630	\$16,964	\$39,920	\$64,405	\$81,912	\$60,259
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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
Shriners International Education	FL	\$282,452	Assistant Secretary	\$47,371	\$40,811	2024
Party In The Pines Foundation	TX	\$279,964	Secretary	\$10,000	\$9,173	2024
Friends Of The Scarsdale Library	NY	\$279,836	Treasurer	\$4,830	\$3,900	2025
South Carolina Virtual Education	SC	\$286,962	Executive Di	\$30,800	\$30,337	2023
Cong Yeshivas Bais Yitzchok Inc	NJ	\$278,574	President	\$14,400	\$11,791	2024
Elements Montessori School Inc	MA	\$277,304	President, Treasurer & Clerk	\$54,000	\$44,501	2024
Sempere Quaere Verum Inc	MN	\$276,254	President	\$5,300	\$4,945	2023
Germantown Education Foundation	TN	\$274,516	Executive Director	\$70,000	\$67,477	2024
Daring Girls	CO	\$273,741	Executive Di	\$108,460	\$98,192	2023
Goddard Education Foundation	KS	\$292,521	Executive Di	\$64,841	\$66,138	2023
Activate School Fundraising Inc	GA	\$294,899	President	\$34,075	\$32,348	2023
Native Nations Education Foundation	HI	\$268,809	Executive/project Director	\$72,100	\$59,197	2024
Public School Funding Alliance	WA	\$297,734	Executive Director	\$7,698	\$6,320	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cg Jung Foundation For Analytical	NY	\$297,880	Executive Di	\$101,331	\$81,807	2025
Boston Renaissance Charter Public School	MA	\$267,607	President	\$32,238	\$27,352	2023
Inclusive Education Project	CA	\$302,917	Executive Dir.	\$86,584	\$68,565	2024
Learning In Color Corporation	GA	\$262,411	Executive Dir.	\$77,280	\$71,259	2024
Friends Of Guadalupe	UT	\$261,050	President	\$34,977	\$33,799	2023
Eudora Schools Foundation Inc	KS	\$305,600	Executive Dir.	\$41,359	\$39,920	2025
The Parents' Campaign	MS	\$307,104	Sec/treas/exec Director	\$117,673	\$123,739	2023
Link To Libraries Inc	MA	\$258,547	President Ceo	\$75,000	\$63,632	2023
Educational Media Company At	VA	\$258,296	General Mana	\$15,000	\$12,940	2025
Advanced Home School Education Inc	CA	\$309,375	Treasurer	\$96,750	\$76,615	2024
The Wildcat Foundation	PA	\$250,909	Frmr Exec Di	\$50,219	\$47,283	2023
The Manufacturers Education Foundation Inc	GA	\$249,192	President & Ceo	\$44,044	\$40,612	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 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 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	87 organizations. Compensation range \$676–\$403,482; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$282,862); for reference, expenses \$320,539 and assets \$4,497,920.
ROLE MATCH	Mr Keith Burwell, reported title "SECRETARY/TREASURER", 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	17 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	71 st
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 th

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 (Mr Keith Burwell) 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 87 similarly situated organizations (Same NTEE sector (B12), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$60,259 is reasonable (approximately the 71st 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.