

Bridges Child Placement Agency

Executive Director / CEO

EIN 841306404

CO · NTEE P30

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Gregory Hinkle, Executive Director / CEO** (\$82,402) against **every comparable organization** that fit the selection criteria — **170** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

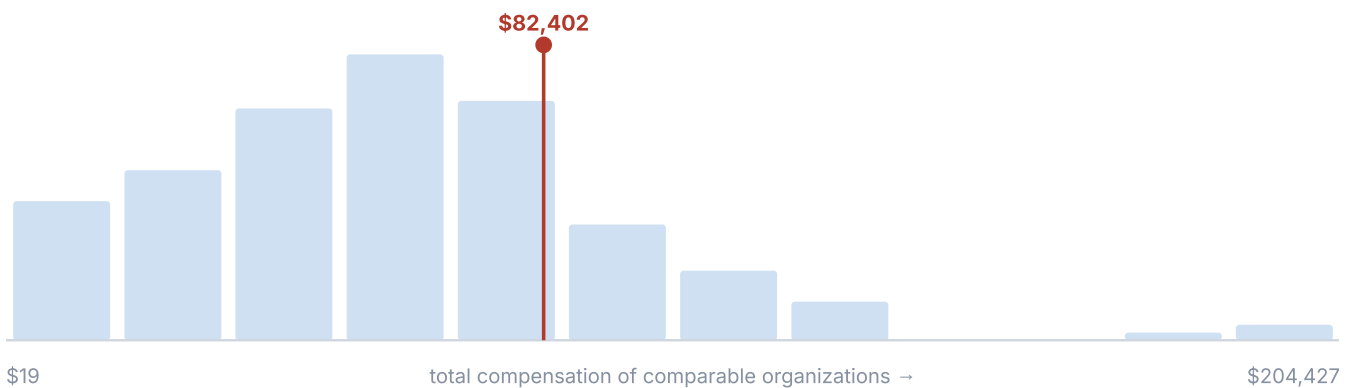
Benchmarked executive: Gregory Hinkle — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$170,182 and \$381,006 — 0.67x to 1.50x the subject's \$254,004 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

170 organizations qualified on sector, size, and geography → **170** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,140	\$35,593	\$59,011	\$77,953	\$102,098	\$82,402
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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 CO 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
Tlc Foundation Inc	CT	\$256,279	Executive Di	\$14,891	\$14,946	2024
Blue Door Ministries Inc	AR	\$256,299	President	\$51,050	\$61,427	2024
Westlawn Youth Network	IL	\$251,654	Exec Dir	\$27,400	\$28,836	2024
Connecticut Family Support Network	CT	\$256,680	Executive Di	\$60,008	\$58,677	2025
Casa Of Polk County Inc	OR	\$251,256	Executive Director	\$59,463	\$59,112	2024
Child Welfare Citizens Board Of Ok	OK	\$257,089	Executive Director	\$62,000	\$73,081	2024
Jacob's Bridge To Learning Inc	OK	\$258,264	Founder / Director	\$21,000	\$24,754	2024
Enlighten Communications Inc	CO	\$248,085	President	\$64,800	\$66,515	2024
Loveland Boxing Gym	CO	\$247,524	President	\$67,067	\$70,875	2023
Early Matters Inc	TX	\$247,048	Directorpresident	\$80,000	\$85,665	2024
Esthers Heart For Transformation Ministry Inc	NC	\$262,235	Executive Director	\$39,250	\$43,413	2024
Beautiful Feet Global Outreach Inc	TN	\$262,520	Executive Director	\$45,990	\$53,277	2023
Metro Youth Sports Inc	IN	\$262,683	President	\$9,000	\$9,898	2025
Caleb Micah Ministries	TX	\$263,270	President	\$108,200	\$115,862	2024
Lowndes Valdosta Commission For Children & Youth Inc	GA	\$263,393	Executive Director	\$24,000	\$26,596	2023
North River Care Inc	FL	\$244,610	Executive Director	\$60,082	\$62,205	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tire Swing Collective Inc	GA	\$263,850	Executive Director / Board Member	\$84,000	\$90,414	2024
Casa Of The 16th Jdc	LA	\$243,654	Executive Direc	\$46,308	\$53,178	2025
House Of Blessing	TX	\$243,008	President	\$55,014	\$58,910	2024
Children's Home Society Of America	IL	\$242,887	Managing Dir	\$118,446	\$121,440	2025
Tecumseh Tomorrows Inc	NE	\$265,257	Secretary	\$24,485	\$29,024	2023
Heart To Heart Cac Harveymarionmcperson Cac Inc	KS	\$242,567	Executive Director	\$68,131	\$78,792	2024
Gentlemen By Choice Community Development Corporation	NV	\$241,875	Executive Director	\$64,853	\$69,589	2024
Computers For Kids Inc	CA	\$241,383	Ceo	\$4,875	\$4,640	2023
This Child Here Inc	FL	\$240,803	Executive Director	\$36,000	\$36,203	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2025 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 CO 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 170 organizations. Compensation range \$19–\$204,427; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$254,004); for reference, expenses \$455,798 and assets \$925,238. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Gregory Hinkle, reported title "*DIRECTOR*", 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 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	80 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	78 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 (Gregory Hinkle) 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 170 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,402 is reasonable (approximately the 80th 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.