

# Brimhall Family Foundation

Executive Director / CEO

EIN 854326611

AZ · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Brimhall, Executive Director / CEO** (\$12,600) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Jennifer Brimhall — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (O50).

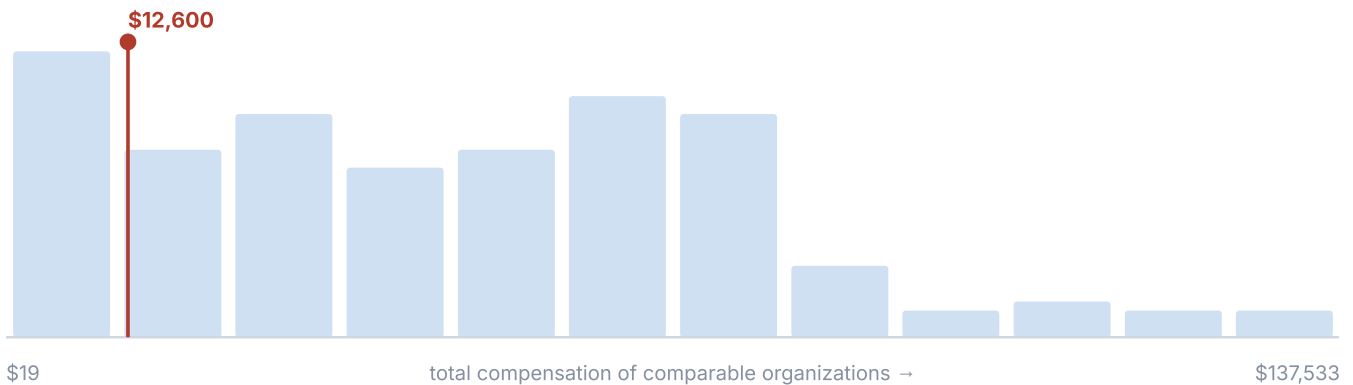
**BUDGET** Total revenue between \$98,545 and \$220,624 — 0.67x to 1.50x the subject's \$147,083 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

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

→ **191** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,951	\$21,670	\$44,981	\$68,156	\$81,526	\$12,600
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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 AZ 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="#">Wartime Fitness Warriors</a>	VA	\$147,131	President	\$43,375	<b>\$43,547</b>	2024
<a href="#">Coalition Of Care Greater Cincinnati</a>	OH	\$146,891	Co Executive Director	\$67,500	<b>\$74,338</b>	2024
<a href="#">Juvenile Education &amp; Awareness Project</a>	NJ	\$149,054	Ceo	\$3,120	<b>\$2,897</b>	2024
<a href="#">The Playmakers Organization Inc</a>	CA	\$150,381	Executive Dir.	\$49,500	<b>\$44,444</b>	2024
<a href="#">Suburban Balance</a>	MO	\$150,874	President & Ceo	\$62,000	<b>\$68,281</b>	2024
<a href="#">The Coleman A Young li Educational</a>	MI	\$151,621	Donor Relations Mgr	\$13,900	<b>\$15,359</b>	2023
<a href="#">Youth Opportunity Foundation Inc</a>	IN	\$151,861	Ceo	\$63,581	<b>\$69,718</b>	2024
<a href="#">Camp Compass Inc</a>	PA	\$141,552	President	\$19,500	<b>\$20,817</b>	2023
<a href="#">Wethrive Inc</a>	MA	\$141,550	Director	\$90,000	<b>\$84,094</b>	2024
<a href="#">Abilities Movement Inc</a>	NY	\$153,057	Executive Director	\$68,840	<b>\$63,015</b>	2025
<a href="#">Laurel Highlands</a>	PA	\$153,517	President/tr	\$5,834	<b>\$6,049</b>	2024
<a href="#">West Texas United Soccer Club</a>	TX	\$140,157	Treasurer	\$18,400	<b>\$18,645</b>	2025
<a href="#">Sports Academy Of Idaho</a>	ID	\$140,071	Co-president	\$19,200	<b>\$21,865</b>	2023
<a href="#">Helix Illinois Nfp</a>	IL	\$154,307	Executive Dir.	\$30,000	<b>\$30,667</b>	2024
<a href="#">The Academy365 Inc</a>	NJ	\$154,739	Ceo	\$21,496	<b>\$19,956</b>	2024
<a href="#">Girls Rock Philly</a>	PA	\$138,977	Program Director	\$70,000	<b>\$74,729</b>	2023
<a href="#">Girls On The Run Orlando Inc</a>	FL	\$155,730	Executive Dir.	\$13,750	<b>\$13,431</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Game Changers Leadership And Peer</a>	OH	\$155,990	Executive Di	\$97,800	<b>\$104,931</b>	2025
<a href="#">Student Angler Tournament Trail</a>	MN	\$138,036	President & Treasurer	\$4,000	<b>\$4,231</b>	2023
<a href="#">The Annual Hawaii Convention Inc</a>	HI	\$137,287	Secretary	\$4,500	<b>\$4,313</b>	2023
<a href="#">Byrd House Behavioral Youth Resource Development Incorporated</a>	GA	\$157,072	Executive Director	\$2,100	<b>\$2,196</b>	2024
<a href="#">Boxwood Learning Center Inc</a>	NJ	\$136,522	Ceo	\$2,544	<b>\$2,431</b>	2023
<a href="#">The Play4peace Initiative</a>	MA	\$157,947	President, C	\$45,000	<b>\$42,047</b>	2024
<a href="#">Tilghman Area Youth Association Inc</a>	MD	\$158,317	Executive Dir.	\$26,839	<b>\$26,091</b>	2024
<a href="#">Hip-hope Inc</a>	IA	\$158,432	Chaplain/bookkeeper	\$1,500	<b>\$1,708</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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

**PEER COUNT** 191 organizations. Compensation range \$19–\$137,533; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$147,083); for reference, expenses \$418,756 and assets \$5,389,886. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

**RELATED-ORG PAY** 1 peer 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	17 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	19 <sup>th</sup>
All sources (D + E + F), adjusted	17 <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**

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 (Jennifer Brimhall) 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 191 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,600 is reasonable (approximately the 17<sup>th</sup> 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.