

Cleveland Learning Connection

Executive Director / CEO

EIN 883366159
OH · NTEE J30
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Van Bray, Executive Director / CEO** (\$43,500) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

Benchmarked executive: Van Bray — 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 (J30).

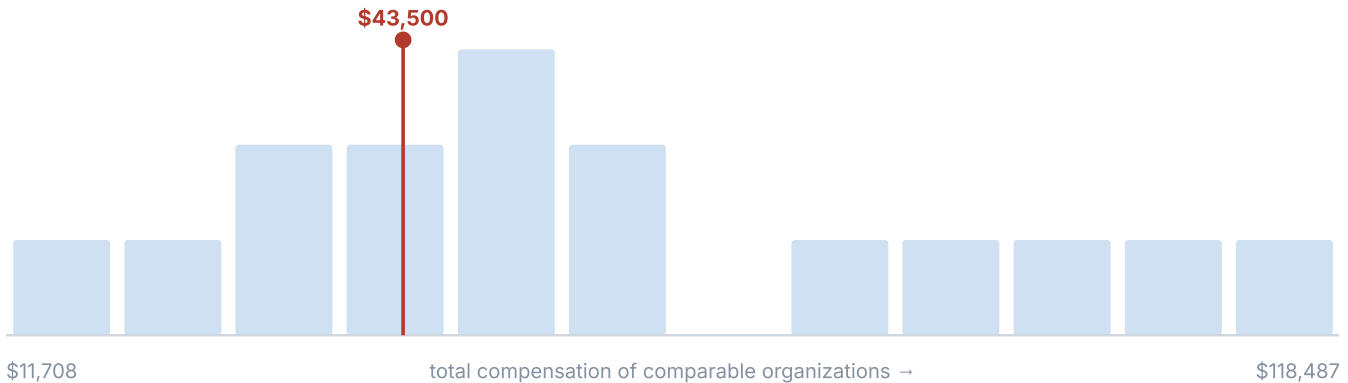
BUDGET Total revenue between \$179,434 and \$401,719 — 0.67x to 1.50x the subject's \$267,813 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (J30), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,489

\$39,552

\$54,955

\$82,810

\$98,479

\$43,500



■ 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
Life After Incarceration Transition	MI	\$276,132	President	\$84,859	\$82,697	2024
Ace Monster Toys Inc	CA	\$256,395	Executive Dir.	\$62,400	\$52,376	2023
Cornucopia Inc	OH	\$300,090	President / Ceo	\$41,046	\$41,046	2024
Jeff Weikert Consulting Inc	FL	\$231,108	Chief Executive Officer	\$104,372	\$92,573	2024
Training Center Incorporated	IN	\$223,589	Executive Director	\$48,332	\$46,882	2025
North Carolina Business Leadership Network Inc	NC	\$327,502	Executive Director	\$107,000	\$104,385	2024
Retrain Reclaim Renew Inc	MD	\$205,165	Executive Director	\$66,000	\$59,978	2023
Lifeskills Industries Inc	KY	\$203,983	President/ceo	\$31,552	\$32,005	2024
Boots2roots	ME	\$203,967	Executive Director	\$85,424	\$83,147	2023
Gbdc Entrepreneurship Institute Inc	FL	\$200,899	Founder/president	\$13,200	\$11,708	2024
Asi - Stcloud Inc	MN	\$185,216	President/tr	\$65,715	\$63,118	2023
Hands On Employment Services Inc	FL	\$354,814	Director	\$39,538	\$35,068	2024
Capital City Career Opportunities I	CA	\$357,126	Executive Director	\$67,550	\$55,072	2024
Restore Hope Resources Inc	FL	\$393,153	President	\$133,588	\$118,487	2024
Springforward Ventures Inc	MD	\$395,037	Executive Director	\$31,366	\$26,972	2025
Sound Employment Services	WA	\$395,680	Executive Director	\$63,012	\$54,837	2023

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	16 organizations. Compensation range \$11,708–\$118,487; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$267,813); for reference, expenses \$235,530 and assets \$40,288.
ROLE MATCH	Van Bray, reported title " <i>DIRECTOR</i> ", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	31 st
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	13 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 (Van Bray) 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 16 similarly situated organizations (Same NTEE sector (J30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,500 is reasonable (approximately the 31st 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.