

Journeys In Film

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Fischer, Executive Director / CEO** (\$32,375) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

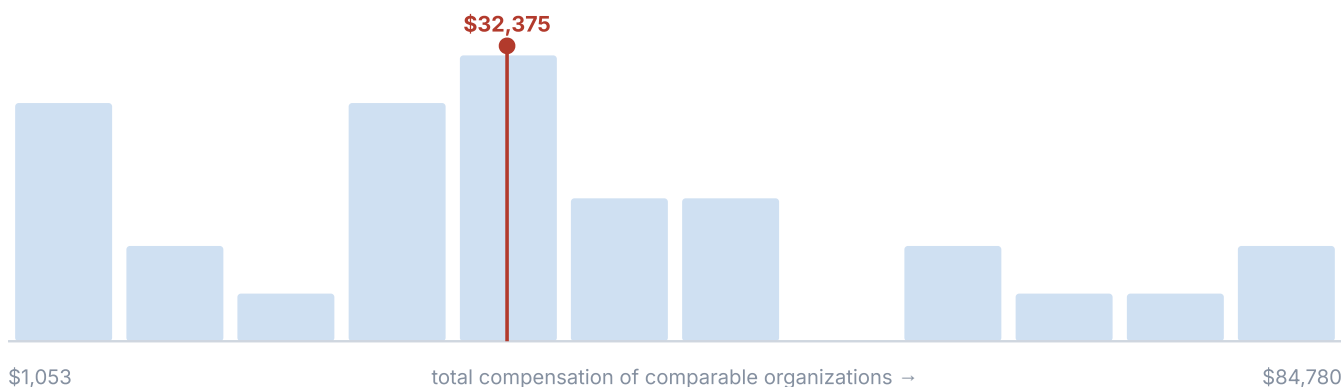
Benchmarked executive: Jennifer Fischer — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A31).
BUDGET	Total revenue between \$110,159 and \$246,625 — 0.67x to 1.50x the subject's \$164,417 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A31), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,721	\$20,691	\$32,114	\$43,775	\$68,607	\$32,375
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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 NM 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
Documentaries Seattle	WA	\$162,200	President	\$45,000	\$37,459	2024
Maiden Alley Cinema	KY	\$153,899	Executive Director	\$19,385	\$19,364	2024
Frozen River Film Festival	MN	\$179,789	Executive Director - Past	\$49,824	\$44,594	2025
Open Eye Pictures Inc	CA	\$147,325	President	\$105,600	\$84,780	2024
Chicago Film Society	IL	\$143,760	Executive Director	\$12,999	\$11,882	2024
Film Florida Inc	FL	\$188,257	Executive Di	\$70,735	\$61,782	2024
Washington West International Film Festival	VA	\$191,397	President	\$27,500	\$25,416	2023
Beloit Intl Film Festival Inc	WI	\$193,867	Executive Director	\$51,000	\$49,521	2024
Miami Short Film Festival Inc	FL	\$131,124	Executive Director	\$36,000	\$32,372	2023
Narrative Alchemy	OR	\$200,000	Officer Manager	\$25,500	\$22,017	2024
Dance Films Association Inc	NY	\$128,646	Executive Director	\$38,750	\$33,518	2023
Cinestudio Inc	CT	\$200,722	Executive Dir.	\$76,443	\$68,607	2023
Woods Hole Film Festival Inc	MA	\$127,022	Vice President/treasurer	\$46,731	\$38,037	2025
Worldwide Documentaries Inc	NY	\$204,492	President	\$30,000	\$25,949	2023
Artrageous	IN	\$206,973	President	\$32,400	\$31,767	2024
San Francisco Cinematheque	CA	\$209,336	Exec. Dir./dir.	\$76,286	\$61,246	2024
The New American Cinema Group Inc	NY	\$212,460	Executive Director	\$34,849	\$30,143	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ccff - Crystal Clear Film Foundation	TX	\$115,902	Treasurer	\$1,100	\$1,053	2023
Black Photographers Union	CA	\$216,115	President	\$9,500	\$7,853	2023
San Francisco Independent Film Festival	CA	\$216,359	Director	\$40,000	\$32,114	2024
The Lighthouse International Film	NY	\$216,662	Director	\$8,000	\$6,721	2024
Opheliasmedia Films Inc	GA	\$111,500	Director	\$45,950	\$42,956	2024
Filmmakers United	CA	\$221,196	President	\$44,780	\$35,951	2024
Appian Media Resources Inc	IN	\$225,777	President/se	\$22,291	\$22,501	2023
Mezcla Media Collective Ltd	IL	\$225,813	Executive Dir.	\$38,400	\$35,100	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	31 organizations. Compensation range \$1,053–\$84,780; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$164,417); for reference, expenses \$172,459 and assets \$76,545.
ROLE MATCH	Jennifer Fischer, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	55 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	55 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 (Jennifer Fischer) 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 31 similarly situated organizations (Same NTEE sector (A31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,375 is reasonable (approximately the 55th 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.