

National 4-h Congress Foundation

Executive Director / CEO

EIN 452572008

DC · NTEE O52

FY ending 2024-02-29

June 9, 2026

This analysis benchmarks the total compensation of **S Jill Bramble, Executive Director / CEO** (\$63,802) against **every comparable organization** that fit the selection criteria — **930** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

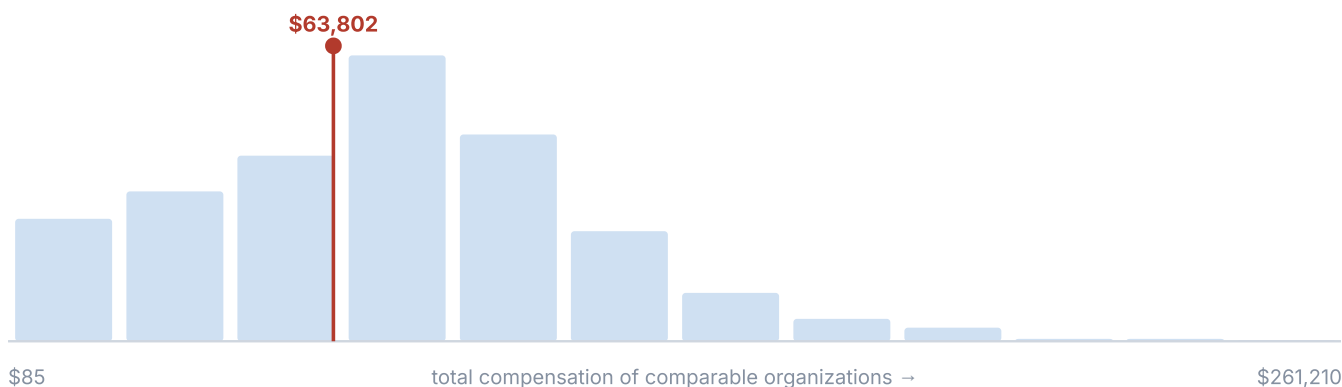
Benchmarked executive: S Jill Bramble — reported title “PRESIDENT AND CEO(AS OF 08/23)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O52).
BUDGET	Total revenue between \$295,685 and \$661,981 — 0.67x to 1.50x the subject's \$441,321 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

930 organizations qualified on sector, size, and geography → **930** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,158	\$46,108	\$74,296	\$98,173	\$122,378	\$63,802
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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 DC 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
Common Ground Montgomery	AL	\$441,238	Executive Director	\$71,450	\$87,963	2024
Gsnetx Stem Center Of Excellence	TX	\$441,487	Ceo	\$36,402	\$41,495	2024
Girls On The Run Of Buffalo Inc	NY	\$441,543	Board Member	\$83,760	\$84,028	2025
Northern Illinois Hockey League Inc	IL	\$441,702	Secretary	\$7,800	\$8,513	2025
Carmel Youth Center Inc	CA	\$441,773	Executive Dir	\$87,432	\$86,034	2024
Larchmontmamaroneck Youth Lacrosse	NY	\$440,852	Director	\$8,500	\$8,753	2024
Boys & Girls Club Of Manteca	CA	\$440,623	Executive Dir.	\$72,000	\$72,942	2023
Rise Up For Youth Inc	KS	\$440,519	Executive Di	\$78,123	\$96,178	2024
Projectivity Group Inc	NY	\$440,425	Executive Director	\$42,692	\$43,962	2024
Pulaski Community Youth Center	VA	\$440,421	Program Director	\$35,000	\$38,510	2024
Caring For Kids Network Inc	MO	\$440,069	Executive Director	\$73,631	\$86,580	2025
North End Youth Center Inc	IL	\$443,510	President	\$99,213	\$111,151	2024
Literacy And Beyond Inc	MI	\$438,940	Director	\$79,900	\$93,980	2024
Camp Anderson Foundation Inc	MA	\$438,845	Executive Director	\$73,064	\$74,820	2024
Fore La Kids Inc	CA	\$438,407	Founder	\$18,750	\$18,450	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boys & Girls Club Of Greater Lynchburg	VA	\$444,272	Executive Director	\$89,583	\$98,568	2024
Girls Incorporated Of Fort Smith	AR	\$444,577	Executive Director	\$67,229	\$88,659	2023
Athletes For Kids	WA	\$438,031	Executive Director	\$81,020	\$85,103	2023
Center For Acknowledging The Values Accomplishments And Lives Of	TX	\$445,331	Executive Director	\$90,000	\$102,593	2024
Centennial Youth Baseball-softball	CO	\$437,174	League Manager	\$71,000	\$79,873	2023
Teens In Public Service	WA	\$437,109	Interim Exec. Dir.	\$63,462	\$64,748	2024
Camp Fire Walla Walla	WA	\$436,764	Executive Director	\$42,871	\$43,739	2024
Positive Attitude Youth Center Inc	NC	\$446,069	Executive Di	\$70,000	\$82,423	2024
Upstate Institute Of Youth Programs	SC	\$446,212	Ceo	\$62,540	\$74,350	2024
Womens Coaching Alliance	CA	\$446,295	Executive Dir.	\$23,077	\$22,708	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **930** organizations. Compensation range \$85–\$261,210; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$441,321); for reference, expenses \$491,493 and assets \$385,593.
ROLE MATCH	S Jill Bramble, reported title " <i>PRESIDENT AND CEO(AS OF 08/23)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	38 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (S Jill Bramble) 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 930 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,802 is reasonable (approximately the 38th 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.