

Wellspring Endowment

Executive Director / CEO

EIN 460849564

TX · NTEE T31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joe Bradford, Executive Director / CEO** (\$124,318) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Joe Bradford — reported title “ChairmanDirector”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T31).

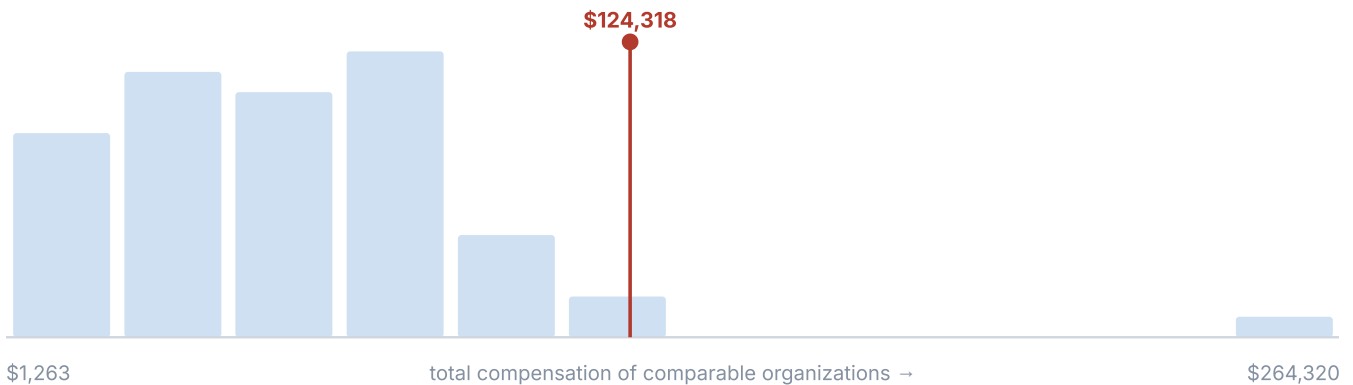
BUDGET Total revenue between \$193,002 and \$432,096 — 0.67x to 1.50x the subject's \$288,064 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography

→ **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,365	\$31,580	\$53,015	\$77,329	\$94,771	\$124,318
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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 TX 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
Weokie Credit Union Foundation	OK	\$288,944	Secretary	\$72,168	\$79,442	2024
Helena Area Community Foundation	MT	\$283,404	Executive Director	\$65,177	\$70,235	2024
Quality Of Life Foundation For Metropolitan Dallas	TX	\$281,782	President	\$37,003	\$37,003	2024
Swift Eagle Charitable Foundation	CO	\$274,262	Executive Dir.	\$32,000	\$31,580	2023
Fleet Landing Endowment Fund Inc	FL	\$305,094	Ceo/secretary	\$29,980	\$28,155	2024
Together Empowered Inc	GA	\$268,542	Clinical Director	\$11,310	\$11,075	2025
Visit Champaign County Foundation	IL	\$266,372	Secretary	\$125,888	\$127,378	2023
Carol Ann Lee Memorial Trust	GA	\$265,062	Former Trustee	\$30,847	\$31,922	2023
Langston Boulevard Alliance	VA	\$316,156	Executive Director	\$25,640	\$24,111	2025
Real Situations Inc	OH	\$255,499	Sports/program Administrator	\$6,000	\$6,353	2024
Lexington Community Foundation	NE	\$321,845	Executive Director	\$74,995	\$80,636	2024
Fields Park Trust	GA	\$322,820	Former Trustee	\$37,634	\$37,829	2024
Rochelle Area Community Foundation	IL	\$252,515	Executive Di	\$92,084	\$90,501	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Amenia Wassaic Community Organization	NY	\$323,963	Executive Director	\$118,510	\$107,056	2024
United Way Of Adams County Inc	PA	\$250,888	Executive Dir.	\$71,169	\$70,950	2024
Phoenixville Community Education	PA	\$327,693	Executive Director	\$45,626	\$46,829	2023
Community Foundation Of Merced County	CA	\$332,274	Executive Director	\$96,154	\$83,003	2024
Stillwater Community Healthcare	MT	\$241,012	Ceo	\$43,294	\$46,654	2024
Greater Cabarrus Foundation	NC	\$340,735	President And Ceo	\$65,000	\$67,141	2024
Middletown Community Foundation Inc	PA	\$235,127	Executive Di	\$5,000	\$5,132	2023
Bridgeport Public Education Fund Inc	CT	\$342,975	Executive Director/secretary	\$82,500	\$77,329	2024
The Freedom To Help Foundation Inc	MD	\$232,308	Executive Director	\$1,312	\$1,263	2023
The Surety Foundation Inc	DC	\$229,532	Sfaa Foundation Liaison	\$57,126	\$50,114	2024
The Pearl Foundation Of The	TN	\$227,530	Program Direct	\$55,650	\$58,478	2024
Hawaii Va Foundation	HI	\$225,981	Board Chair/	\$4,800	\$4,296	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	57 organizations. Compensation range \$1,263–\$264,320; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$288,064); for reference, expenses \$269,163 and assets \$137,638.
ROLE MATCH	Joe Bradford, reported title " <i>ChairmanDirector</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	95 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	75 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 (Joe Bradford) 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 57 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$124,318 is reasonable (approximately the 95th 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.