

# Filmforum Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Jheanelle Brown, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Jheanelle Brown — reported title “VICE PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

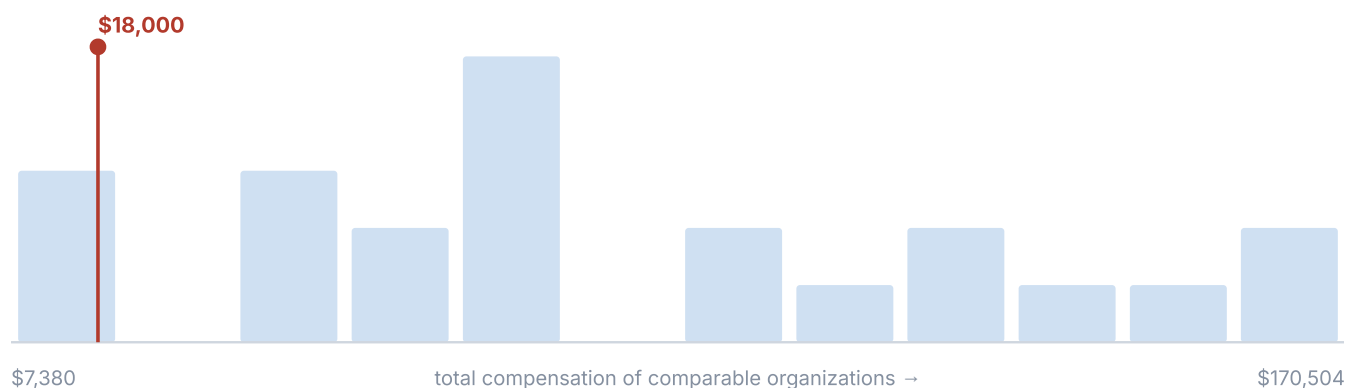
**SECTOR** Organizations sharing the subject's NTEE classification (A31).

**BUDGET** Total revenue between \$203,346 and \$455,253 — 0.67x to 1.50x the subject's \$303,502 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A31) + CA + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,435

\$45,734

\$70,926

\$116,241

\$152,165

**\$18,000**



## ■ 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 CA 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="#">Watsonville Film Festival</a>	CA	\$301,726	Executive Dir.	\$72,000	<b>\$69,934</b>	2024
<a href="#">International Ocean Film Foundation Inc</a>	CA	\$308,708	Executive Director	\$76,000	<b>\$71,917</b>	2025
<a href="#">Mara Brock Akil's Writers' Colony</a>	CA	\$283,106	Foundation Director	\$125,000	<b>\$121,414</b>	2024
<a href="#">Bravemaker</a>	CA	\$324,639	President	\$132,000	<b>\$132,000</b>	2023
<a href="#">Jewish Partisan Education Foundation</a>	CA	\$282,356	Foundation Mgr.	\$108,065	<b>\$104,965</b>	2024
<a href="#">Mendocino Film Festival Inc</a>	CA	\$330,313	Festival Administrator	\$71,890	<b>\$68,028</b>	2025
<a href="#">Cinemama</a>	CA	\$273,475	President	\$7,380	<b>\$7,380</b>	2023
<a href="#">Mirabel Pictures</a>	CA	\$262,326	President	\$56,000	<b>\$56,000</b>	2023
<a href="#">Cinefemme</a>	CA	\$346,073	Executive Director	\$170,504	<b>\$170,504</b>	2023
<a href="#">Clarity Educational Productions Inc</a>	CA	\$256,270	President	\$90,000	<b>\$90,000</b>	2023
<a href="#">Screamfest Horror Film Festival</a>	CA	\$253,413	Co-director	\$41,600	<b>\$41,600</b>	2023
<a href="#">Association Of Film Commissioners</a>	CA	\$359,507	Executive Director	\$120,000	<b>\$120,000</b>	2023
<a href="#">Hollywood In Pixels Inc</a>	CA	\$243,170	President/chair	\$8,300	<b>\$8,062</b>	2024
<a href="#">Monterey County Film Commission</a>	CA	\$238,200	Film Commissioner	\$92,898	<b>\$92,898</b>	2023
<a href="#">Filmmakers United</a>	CA	\$221,196	President	\$44,780	<b>\$43,495</b>	2024
<a href="#">Aitysh Usa</a>	CA	\$386,691	Executive Director	\$68,000	<b>\$68,000</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">San Francisco Independent Film Festival</a>	CA	\$216,359	Director	\$40,000	<b>\$38,852</b>	2024
<a href="#">Black Photographers Union</a>	CA	\$216,115	President	\$9,500	<b>\$9,500</b>	2023
<a href="#">San Francisco Cinematheque</a>	CA	\$209,336	Exec. Dir./dir.	\$76,286	<b>\$74,097</b>	2024
<a href="#">Silicon Valley Jewish Film Festival</a>	CA	\$410,985	Executive Director	\$166,001	<b>\$166,001</b>	2023
<a href="#">Level Ground</a>	CA	\$451,528	Co-director	\$53,999	<b>\$52,450</b>	2024
<a href="#">Let It Ripple Inc</a>	CA	\$454,172	President	\$158,967	<b>\$154,406</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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** 22 organizations. Compensation range \$7,380–\$170,504; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$303,502); for reference, expenses \$207,210 and assets \$240,185.

**ROLE MATCH** Jheanelle Brown, reported title "*VICE PRESIDENT*", 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>14<sup>th</sup></b>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	14 <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 (Jheanelle Brown) 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 22 similarly situated organizations (Same NTEE sector (A31) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 14<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.