

Jackson First Alert

Executive Director / CEO

EIN 570857580
 SC · NTEE E39Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Stephen Ferguson, Executive Director / CEO** (\$46,658) against **every comparable organization** that fit the selection criteria — **1233** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 40th percentile of comparable organizations within the typical range

Benchmarked executive: Stephen Ferguson — 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 (E39Z).

BUDGET Total revenue between \$241,439 and \$540,537 — 0.67x to 1.50x the subject's \$360,358 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,233 organizations qualified on sector, size, and geography → **1,233** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$13,450	\$32,507	\$56,167	\$82,349	\$122,890	\$46,658
----------	----------	----------	----------	-----------	----------



● 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 SC 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
Parkinson's Body And Mind Inc	CT	\$359,945	Executive Director	\$118,917	\$106,876	2024
Healthy Community Coalition	ME	\$359,679	Former President	\$50,167	\$48,152	2024
The Transcend Foundation Inc	MI	\$361,083	Secretary	\$125,875	\$128,217	2023
Scch Fitness Center Inc	IN	\$361,128	Director	\$51,750	\$53,857	2023
Chandler Care Center	AZ	\$361,139	Exec Director	\$39,681	\$37,661	2023
Carefirst Carolina Foundation	SC	\$359,527	Foundation D	\$10,500	\$10,810	2023
Laurel Pregnancy Center Inc	MD	\$361,253	Executive Director	\$42,232	\$38,964	2023
Tender Care Pregnancy	PA	\$359,369	Executive Di	\$56,336	\$55,442	2023
Arkansas Community Health Worker Associa	AR	\$359,300	Executive Dir.	\$100,947	\$108,766	2024
Mend Medical Services Inc	OK	\$359,144	Executive Director	\$53,500	\$58,137	2023
Happy Camp Volunteer Ambulance Service Inc	CA	\$361,572	Ems Manager	\$48,927	\$41,693	2023
Tennessee County Clerks Organ Donor	TN	\$361,577	Executive Dir.	\$10,000	\$10,076	2024
Care Pregnancy Center Of Tulare	CA	\$361,615	Executive Dir.	\$67,167	\$55,595	2024
Howard County Pregnancy Center	MD	\$361,723	Operations Director	\$66,223	\$59,346	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Easter Seals Southwest Florida	FL	\$361,813	President & Ceo	\$15,453	\$13,915	2024
Better Health Of Cumberland County Inc	NC	\$361,831	Executive Director	\$70,403	\$67,932	2025
Southeastern Missouri Area Health	MO	\$358,784	Executive Director	\$62,168	\$63,116	2024
Human Technologies Properties	NY	\$358,691	President/chief Executive	\$14,388	\$12,462	2024
Loving Arms - A Crisis Pregnancy Center	IL	\$362,218	Executive Director	\$58,588	\$56,843	2023
Samaritans Touch Care Center Inc	FL	\$358,475	Executive Director	\$35,817	\$32,253	2024
Ssm Audrain Health Care Inc	MO	\$362,355	Director, President/ceo Of Ssm Health	\$3,002,313	\$3,138,132	2023
Doula Program To Accompany And Comfort	NY	\$358,318	Executive Dir.	\$120,000	\$103,941	2024
Willamette Valley Insurance Corporation	HI	\$358,192	President/director	\$104,173	\$92,041	2023
Windhorse Equine Learning	MT	\$358,139	Executive Director	\$55,000	\$56,829	2024
Care Women's Center	NH	\$358,133	Center Direc	\$61,796	\$54,695	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	1233 organizations. Compensation range \$82–\$3,138,132; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$360,358); for reference, expenses \$278,973 and assets \$181,718.
ROLE MATCH	Stephen Ferguson, 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	273 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	53 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	40 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	26 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 (Stephen Ferguson) 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 1233 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$46,658 is reasonable (approximately the 40th 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.