

Alabama June Jam Inc

Executive Director / CEO

EIN 630828253

AL · NTEE A68Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Russell G Fowler, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Russell G Fowler — reported title “EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A68Z).

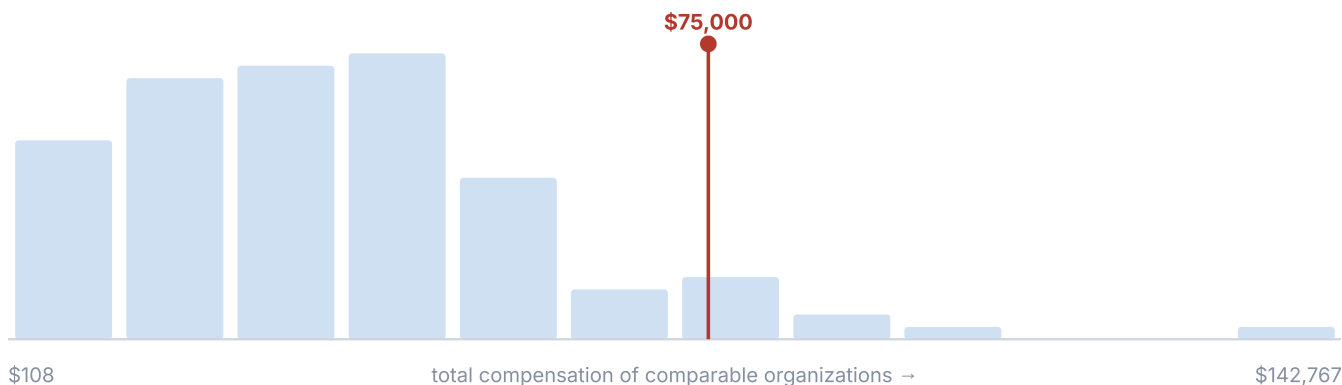
BUDGET Total revenue between \$121,159 and \$271,252 — 0.67x to 1.50x the subject's \$180,835 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

108 organizations qualified on sector, size, and geography

→ **108** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,422

\$18,605

\$32,488

\$45,630

\$69,190

\$75,000



● 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 AL 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
Capitol Hill Jazz Foundation	DC	\$181,291	Executive Di	\$46,519	\$39,931	2023
Roots Of American Music	OH	\$183,683	Executive Di	\$70,000	\$70,443	2024
Hill Country Youth Orchestras Inc	TX	\$185,192	Executive Director	\$41,166	\$39,125	2024
Women In Music Inc	NY	\$185,771	President	\$12,000	\$10,303	2024
Washington Metropolitan	VA	\$187,379	Executive Di	\$30,000	\$27,522	2024
Laguna Beach Live	CA	\$174,133	Ceo	\$42,000	\$34,458	2024
Sacraprofana Inc	CA	\$188,463	Director	\$2,000	\$1,690	2023
Texas Early Music Project	TX	\$172,531	Artistic Director	\$24,550	\$27,009	2021
Red Cedar Chamber Music	IA	\$190,279	Executive Di	\$37,561	\$39,076	2024
Indexical Inc	CA	\$171,200	Executive Di	\$48,954	\$40,163	2024
The Coleman Chamber Music Association	CA	\$171,101	Executive Director	\$85,273	\$69,961	2024
Women In The Arts Inc National Womens	IL	\$170,731	President	\$2,800	\$2,693	2023
Tunefoolery Music Inc	MA	\$170,482	Sec. (From 11/2024) (Treas. Prior)/co-exec. Dir.	\$13,060	\$10,863	2025
St Marys Music Academy	NC	\$170,173	Director	\$33,000	\$32,397	2024
Joy For Generations	TN	\$191,568	President	\$10,200	\$10,488	2023
New Choral Society Of Central Westchester	NY	\$193,599	Executive Director	\$18,500	\$16,352	2023
Camfel Productions Inc	CA	\$166,635	President	\$53,677	\$44,038	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anthropos Arts	TX	\$195,584	Executive Officer	\$58,333	\$55,441	2024
International Association Of Music Libraries Archives & Documentation	WI	\$164,970	Secretary General	\$2,165	\$2,148	2024
Beale Street Caravan Inc	TN	\$163,951	Exec. Dir.	\$48,750	\$50,126	2023
Make Music Nola	LA	\$197,775	Executive Director	\$90,268	\$92,006	2025
Oil Region Music Preservation Museum	PA	\$162,981	Director	\$42,000	\$39,795	2024
International Horn Society	CA	\$199,373	Executive Director	\$44,000	\$36,099	2024
The Spk Academy Of Music Inc	AZ	\$199,553	Director	\$27,300	\$24,945	2024
Indian Music Society Of Houston	TX	\$200,686	Tabla Teacher	\$145,904	\$142,767	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL cost of living and 2025 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 AL 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	108 organizations. Compensation range \$108–\$142,767; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$180,835); for reference, expenses \$180,182 and assets \$112,430.
ROLE MATCH	Russell G Fowler, reported title " <i>EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	93 rd
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	92 nd

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 (Russell G Fowler) 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 108 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 93rd 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.