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Executive Director / CEO

EIN 821260314

MD · NTEE B01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jamika Burge, Executive Director / CEO** (\$10,500) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

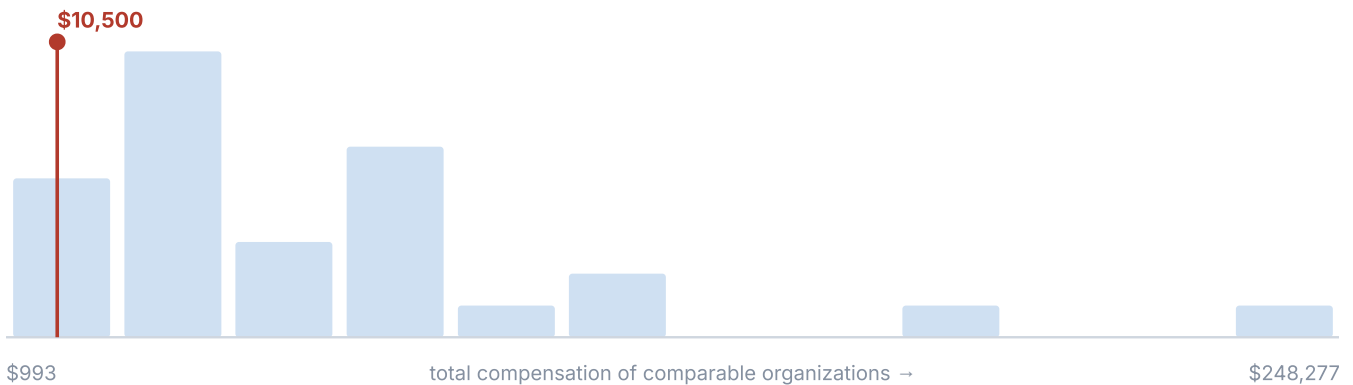
Benchmarked executive: Jamika Burge — reported title “President & Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B01).
- BUDGET** Total revenue between \$99,293 and \$222,298 — 0.67x to 1.50x the subject's \$148,199 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,655	\$26,647	\$40,127	\$70,824	\$106,186	\$10,500
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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 MD 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
Pure & Simple Truth For Youth Inc	KS	\$153,905	Executive Di	\$24,475	\$27,471	2024
Massachusetts Assoc Of Regional	MA	\$154,204	Executive Di	\$24,000	\$21,829	2025
Lone Star Clean Fuels Alliance	TX	\$155,544	Executive Director	\$74,888	\$80,127	2023
Our Dyslexic Children Inc	OH	\$156,599	President	\$10,000	\$11,329	2023
Native Health In Native Hands	CA	\$157,393	President	\$31,800	\$29,371	2023
Prince Georges Leadership Action	MD	\$137,500	Lead Senior	\$80,040	\$75,740	2025
Oshkosh Chamber Of Commerce Foundation	WI	\$159,582	Ceo / Secretary	\$8,370	\$9,082	2024
The Aakoma Project Inc	VA	\$161,468	President	\$247,500	\$248,277	2024
Anchor Of Hope Foundation	GA	\$133,912	Secretary	\$43,038	\$44,959	2024
Allison Rose Foundation	OH	\$165,161	Executive Director	\$25,000	\$27,510	2024
Delaware Coalition Against Gun Violence	DE	\$166,353	Executive Director	\$54,444	\$55,385	2024
First State Educate Action Fund Inc	DE	\$123,000	Executive Director	\$67,207	\$68,369	2024
Iowa Leaders In Education And Advocacy	IA	\$112,650	Executive Director	\$31,558	\$35,900	2024
Advanced Nuclear Weapons Alliance	VA	\$105,000	Director	\$28,000	\$28,088	2024
South Summit Education Foundation	UT	\$103,132	Director	\$12,500	\$13,291	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kansas Council On Economic Education	KS	\$102,314	President & Ceo	\$21,538	\$24,174	2024
Kentucky Financial Empowerment	KY	\$198,771	Executive Director	\$95,000	\$109,171	2023
Indiana Urban Schools Assoc li Inc	IN	\$201,525	Executive Director	\$95,750	\$104,906	2024
Pde Action	VA	\$205,000	Executive Director	\$8,876	\$8,904	2024
Bli Learning Labs Incorporated	FL	\$205,474	Executive Director	\$44,978	\$42,767	2025
Iowa Association Of Christian Schools	IA	\$205,486	Executive Director	\$60,000	\$66,494	2025
Frontline Policy Action Inc	GA	\$209,827	President	\$31,106	\$33,454	2023
South Carolina First Steps To	SC	\$211,612	Executive Di	\$62,000	\$69,185	2023
Maine Donor Alliance Fund	ME	\$215,743	Executive Director	\$35,000	\$37,487	2023
Es Of Choice	GA	\$216,046	Director	\$950	\$993	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 28 organizations. Compensation range \$993–\$248,277; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$148,199); for reference, expenses \$116,396 and assets \$325,652.

ROLE MATCH	Jamika Burge, reported title " <i>President & Treasurer</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	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	11 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	7 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 (Jamika Burge) 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 28 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,500 is reasonable (approximately the 11th 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.