

The South Carolina Juneteenth Freedom Fest

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Jamal Bradley, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **762** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

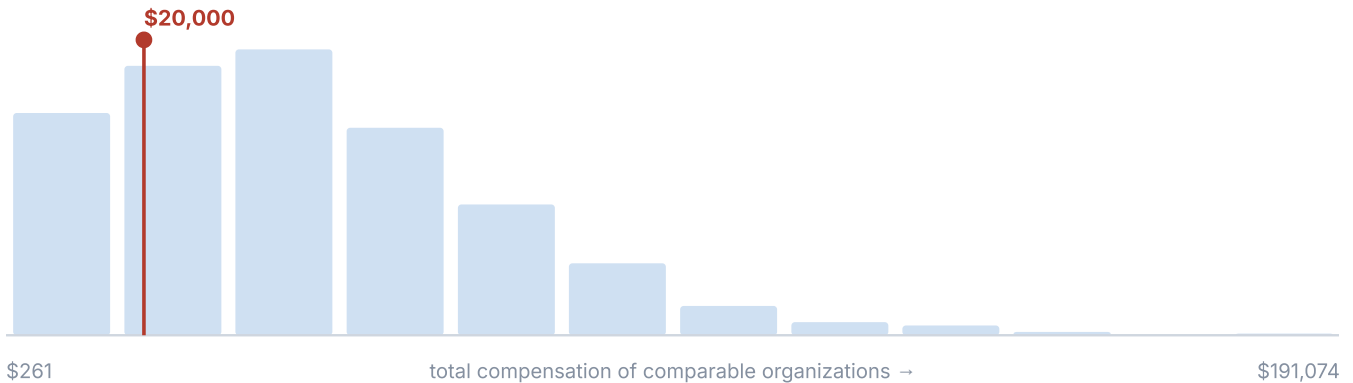
Benchmarked executive: Jamal Bradley — reported title "PRESIDENT AND FOUNDER", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$140,055 and \$313,557 — 0.67x to 1.50x the subject's \$209,038 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

762 organizations qualified on sector, size, and geography → **762** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,711	\$22,620	\$39,291	\$59,646	\$80,274	\$20,000
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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 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
Crestone Eagle Community Media	CO	\$209,008	Former Director	\$30,000	\$25,728	2024
Crack The Wellness Code	CA	\$208,999	Co-founder	\$60,000	\$47,707	2023
Deaf & Hard Of Hearing Services Center Inc	VA	\$208,988	Executive Director	\$9,950	\$8,593	2024
The Lion Project	CO	\$209,109	Executive Director	\$70,000	\$60,032	2024
Nurturing Newborns	CO	\$208,925	Manager	\$11,000	\$9,434	2024
Apple Seeds Inc	TN	\$208,913	Exec Director	\$61,704	\$59,723	2023
Global Disaster Relief Team Inc	MA	\$208,427	President	\$60,000	\$49,647	2023
Park County Senior Coalition Inc	CO	\$208,416	Exec Directo	\$38,002	\$32,591	2024
We Are Brave Together	CA	\$208,296	Executive Dir.	\$42,000	\$32,436	2024
Empower Me	MO	\$207,979	Executive Director	\$76,500	\$70,600	2025
Liga De Justicia Foundation Inc	NY	\$207,870	Executive Director	\$6,154	\$4,974	2024
Ananda Valley Farm	CA	\$207,786	President	\$26,944	\$20,809	2024
Equasion	OH	\$210,318	Executive Di	\$26,400	\$25,009	2024
Camp Inclusion Inc	MD	\$207,690	Program Deve	\$12,893	\$10,781	2024
Licking Co Coalition Of Care	OH	\$210,399	Executive Director	\$51,140	\$49,875	2023
Native American Development Center	ND	\$207,608	Executive Director	\$39,483	\$39,897	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
She Project Inc	MS	\$207,586	Chief Executive Officer	\$68,315	\$70,060	2023
Stop Trafficking Us	ME	\$210,493	Director	\$22,416	\$20,075	2024
Backpack Friends Incorporated	TX	\$207,581	Executive Director	\$82,955	\$76,409	2023
The Veranda Ministries Inc	TN	\$207,550	Executive Di	\$51,600	\$49,943	2023
Juniper Community Missions	PA	\$210,693	President	\$16,800	\$15,426	2023
Thinking Huts	FL	\$210,796	Ceo Founder	\$30,000	\$25,206	2024
Life In Abundance	SC	\$207,262	President, Dir.	\$48,000	\$46,110	2023
Southern Door Community Land Trust Inc	NY	\$207,189	Executive Director	\$70,408	\$56,903	2024
The Long Short Road Inc	PA	\$207,159	President & Ceo	\$92,032	\$82,084	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 2022 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	762 organizations. Compensation range \$261–\$191,074; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$209,038); for reference, expenses \$202,182 and assets \$6,856.
ROLE MATCH	Jamal Bradley, reported title " <i>PRESIDENT AND FOUNDER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 16 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	21 st
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	20 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 (Jamal Bradley) 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 10, 2026, comparing compensation against 762 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 21st 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 10, 2026.