

# Fannie Lou Hamer Cancer Foundation

Executive Director / CEO

EIN 861118042

MS · NTEE B60

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Freddie White Johnson, Executive Director / CEO** (\$138,132) against **every comparable organization** that fit the selection criteria — **142** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Freddie White Johnson — reported title “PRESIDENT/CE”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$327,107 and \$732,330 — 0.67x to 1.50x the subject's \$488,220 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

**142** organizations qualified on sector, size, and geography → **142** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,293	\$39,168	\$59,354	\$80,300	\$107,234	\$138,132
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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 MS 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="#">New Direction Services Inc</a>	NY	\$483,363	Executive Dir.	\$52,879	<b>\$42,903</b>	2023
<a href="#">Centro Laboral De Graton</a>	CA	\$493,223	Interim Exec Director	\$58,545	<b>\$45,391</b>	2023
<a href="#">California Independent Provider</a>	CA	\$493,470	Executive Director	\$112,535	<b>\$87,250</b>	2023
<a href="#">Texas Bar College</a>	TX	\$482,376	Executive Director Tbc	\$16,090	<b>\$14,036</b>	2024
<a href="#">Your Money Matters</a>	WA	\$479,748	Founder	\$120,588	<b>\$94,155</b>	2024
<a href="#">Amani Women Center Inc</a>	GA	\$497,667	Executive Director	\$68,100	<b>\$61,480</b>	2023
<a href="#">The Muse Writers Center</a>	VA	\$504,515	Executive Di	\$53,290	<b>\$46,199</b>	2023
<a href="#">Gestalt Institute Of Cleveland</a>	OH	\$504,898	Executive Chair/director	\$81,604	<b>\$75,378</b>	2024
<a href="#">Chicago Fair Trade</a>	IL	\$505,750	Director	\$70,725	<b>\$60,639</b>	2024
<a href="#">Midwest Implant Institute Inc</a>	OH	\$468,195	Co-director	\$40,000	<b>\$38,039</b>	2023
<a href="#">Refugee Jumpstart Coaching</a>	CA	\$508,472	Executive Director	\$32,400	<b>\$24,399</b>	2024
<a href="#">Charlotte Mason Educational Center Of</a>	PA	\$467,511	Executive Director	\$72,847	<b>\$61,722</b>	2025
<a href="#">Senior Citizens Activities Network</a>	NJ	\$466,645	Executive Di	\$72,402	<b>\$58,041</b>	2023
<a href="#">Iowa Council Of Foundations</a>	IA	\$510,972	President	\$125,461	<b>\$119,804</b>	2024
<a href="#">Association Of Transportation</a>	LA	\$511,032	Executive Di	\$76,956	<b>\$73,901</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Literacy Volunteers Of Charlottesville/abermarle</a>	VA	\$461,974	Executive Director	\$87,500	<b>\$73,681</b>	2024
<a href="#">Democracy A Journal Of Ideas Inc</a>	DC	\$514,968	Editor	\$100,000	<b>\$76,530</b>	2024
<a href="#">East Coast Core</a>	PA	\$460,000	Secretary	\$8,000	<b>\$6,957</b>	2024
<a href="#">New Lehrhaus The Bay Area Hub</a>	CA	\$516,559	Executive Dir.	\$121,058	<b>\$88,815</b>	2025
<a href="#">Mv Center For Education And Training (Mvctet)</a>	MA	\$458,472	Executive Director	\$13,416	<b>\$10,825</b>	2023
<a href="#">The Workwell Partnership</a>	NJ	\$455,944	Executive Dir.	\$46,250	<b>\$36,013</b>	2024
<a href="#">Southern California Regional Transit</a>	CA	\$455,596	Executive Dir.	\$163,500	<b>\$123,126</b>	2024
<a href="#">Loving One By One Ministries Inc</a>	ID	\$521,236	President	\$1,000	<b>\$955</b>	2023
<a href="#">Osher Lifelong Learning Institute</a>	VA	\$524,869	Dir. Of Programming	\$68,475	<b>\$57,660</b>	2024
<a href="#">Des-cpr Inc</a>	PA	\$451,312	Executive Director	\$60,515	<b>\$52,630</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 **142** organizations. Compensation range \$955–\$565,719; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$488,220); for reference, expenses \$359,465 and assets \$2,881,491.
ROLE MATCH	Freddie White Johnson, reported title " <i>PRESIDENT/CE</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	90 <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 (Freddie White Johnson) 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 142 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$138,132 is reasonable (approximately the 95<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.