

Jackson Metro Sponsoring Committee-worki

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Chevon Chatman, Executive Director / CEO** (\$110,175) against **every comparable organization** that fit the selection criteria — **219** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

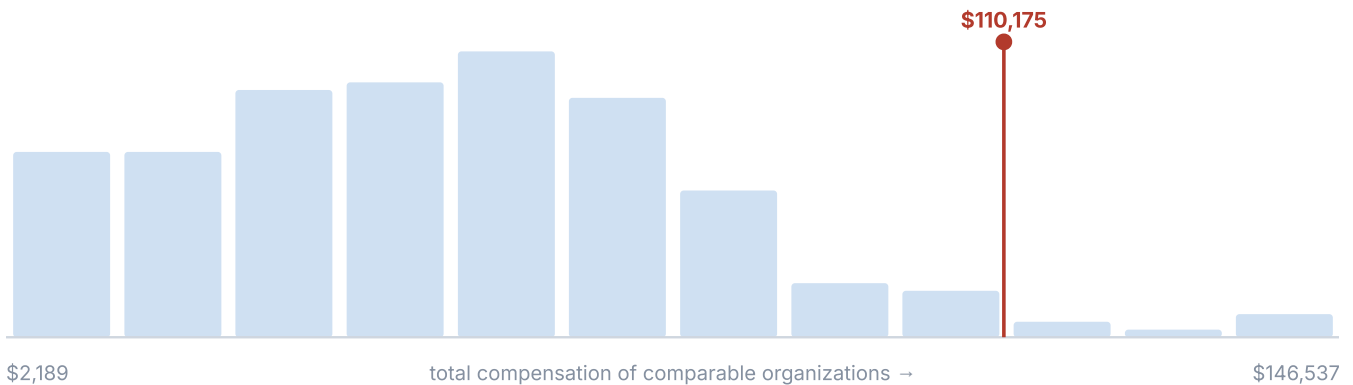
Benchmarked executive: Chevon Chatman — reported title “LEAD ORGANIZER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$139,445 and \$312,190 — 0.67x to 1.50x the subject's \$208,127 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

219 organizations qualified on sector, size, and geography → **219** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,159	\$28,856	\$48,676	\$66,989	\$83,016	\$110,175
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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
Discover Downtown Franklin Inc	IN	\$207,997	Former Executive Director	\$37,798	\$35,789	2023
Springboard Incubators Inc	NY	\$208,632	President/ceo	\$10,640	\$8,385	2024
Rose Garden Community Development Corporation	GA	\$210,003	Ceo	\$20,000	\$18,056	2023
Providence Resilience Partnership Inc	RI	\$206,200	Executive Director	\$130,000	\$108,712	2024
Peak Literacy Inc	FL	\$205,439	Executive Director	\$67,319	\$55,153	2024
The Camden Collective	MN	\$205,418	Executive Director	\$60,238	\$51,910	2024
A Greater Good	IN	\$204,813	President	\$35,366	\$33,486	2023
Uphams Corner Main Street Incorporated	MA	\$211,661	Executive Director	\$102,217	\$80,106	2024
Savannah Waterfront Association	GA	\$204,437	Executive Di	\$116,600	\$105,266	2023
Friends Of Panthertown Inc	NC	\$204,230	Executive Di	\$53,869	\$49,976	2023
Project Mend-a-house Incorporation	VA	\$212,095	Executive Director	\$65,000	\$54,734	2024
Willowbrook Inclusion Network	CA	\$212,180	President/chairperson	\$85,000	\$65,901	2023
The Macatawa Resource Center	MI	\$203,954	Executive Dir.	\$33,277	\$29,954	2024
Delta Foundation Inc	MS	\$203,948	Chariman & President	\$37,954	\$37,954	2023
Westside Legends Inc	MA	\$212,798	President	\$5,150	\$4,036	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pan American Concerned Citizens Action League Inc	NJ	\$202,484	Executive Director	\$84,618	\$65,888	2024
Midwest Education And Community Outreach	WI	\$214,069	President	\$44,000	\$40,075	2024
Haverhill Heritage Inc	NH	\$214,079	Pres	\$31,000	\$25,701	2023
Leadership Pasadena Inc	CA	\$214,359	Board Member	\$39,700	\$29,126	2025
Hammonton Revitalization Corporation	NJ	\$201,722	Director	\$46,687	\$37,427	2023
Downtown Gadsden Inc	AL	\$201,684	Executive Director	\$82,885	\$80,398	2023
Southeast Fairfax Development Corp	VA	\$201,486	Executive Dir.	\$116,143	\$97,799	2024
Allen Ame Neighborhood Preservation & Developme	NY	\$214,996	Executive Director	\$72,337	\$58,690	2023
Corporate Volunteer Council Of Atlanta	GA	\$215,015	Executive Director	\$96,210	\$84,366	2024
Loiter	OH	\$200,696	Cofounder	\$26,884	\$26,614	2022

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.

■ Sample, role match & sensitivity

PEER COUNT **219** organizations. Compensation range \$2,189–\$146,537; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$208,127); for reference, expenses \$402,089 and assets \$68,029. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Chevon Chatman, reported title "LEAD ORGANIZER", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	97 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	93 rd

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 (Chevon Chatman) 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 219 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,175 is reasonable (approximately the 97th 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.