

Develop More Foundation Inc

Executive Director / CEO

EIN 934074827
 MD · NTEE O50
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Brandon Julot, Executive Director / CEO** (\$88,000) against **every comparable organization** that fit the selection criteria — **491** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

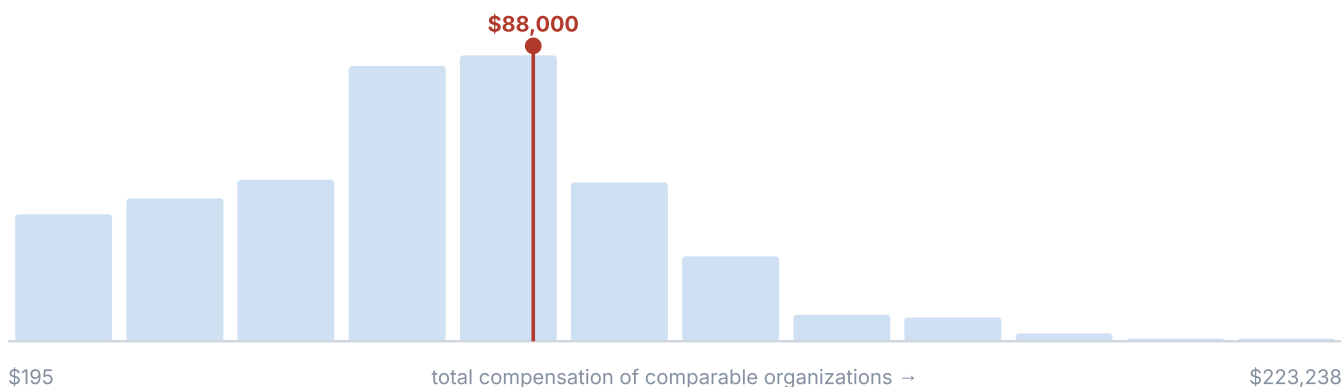
Benchmarked executive: Brandon Julot — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$286,619 and \$641,685 — 0.67x to 1.50x the subject's \$427,790 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

491 organizations qualified on sector, size, and geography → **491** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,561	\$43,584	\$70,848	\$92,172	\$113,960	\$88,000
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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 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
Dekalb Aquatics Swim Inc	GA	\$427,684	President	\$131,263	\$141,172	2024
South Shore Childrens Chorus Corp	MA	\$428,308	Executive Director	\$76,154	\$71,311	2025
Love Your Magic Inc	MA	\$428,781	Executive Di	\$152,298	\$146,386	2024
Ketchmore Kids Inc	VA	\$426,408	Executive Director	\$91,808	\$94,817	2024
Teen Advisors Inc	GA	\$429,723	Executive Director	\$66,000	\$70,982	2024
Lead Girls Of Nc Inc	NC	\$430,337	Executive Director	\$80,071	\$91,109	2023
Endless Outdoors Inc	KS	\$424,916	President, Secretary, Treasurer	\$71,346	\$82,444	2024
Bigfork Aces	MT	\$431,392	Executive Di	\$68,160	\$76,562	2025
Heritage Ranch	LA	\$431,652	Coo	\$76,000	\$92,157	2023
Teton Experience Inc	ID	\$432,072	President	\$39,000	\$44,376	2024
Storied Inc	NV	\$423,501	Executive Dir.	\$25,000	\$26,804	2024
5110 Youth Ranch	CO	\$423,405	Ranch Director	\$30,000	\$30,769	2024
Recreational Experiences Achieving Community Harmony Inc	MN	\$423,013	Program Director	\$72,317	\$76,433	2024
Milton Soccer Inc	MA	\$422,973	Registrar	\$21,728	\$20,885	2024
Transitional Youth Mobilizing For Change	CA	\$434,169	Interim Chair	\$12,000	\$11,410	2023
Elevate Navajo	AZ	\$434,444	Executive Director	\$55,137	\$56,719	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Social Entrepreneurship	MS	\$434,638	President/ceo	\$92,253	\$113,147	2023
Shadow Student Athlete Development Services Inc	PA	\$435,674	Executive Director	\$41,009	\$43,743	2024
Teens In Public Service	WA	\$437,109	Interim Exec. Dir.	\$63,462	\$60,774	2024
Centennial Youth Baseball-softball	CO	\$437,174	League Manager	\$71,000	\$74,971	2023
Texas Tranquility Estates	TX	\$417,506	President	\$30,750	\$33,873	2023
Tbey Arts Center Inc	WI	\$417,112	Executive Director	\$92,846	\$103,716	2024
Camp Anderson Foundation Inc	MA	\$438,845	Executive Director	\$73,064	\$70,228	2024
Literacy And Beyond Inc	MI	\$438,940	Director	\$79,900	\$88,212	2024
Every Monday Matters Inc	CA	\$416,604	Chairman/ceo	\$66,000	\$60,959	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 2024 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 491 organizations. Compensation range \$195–\$223,238; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$427,790); for reference, expenses \$293,829 and assets \$137,460.

ROLE MATCH Brandon Julot, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this 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	8 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	70 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	69 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 (Brandon Julot) 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 491 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,000 is reasonable (approximately the 70th 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.