

Hip Hop Congress Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rahman Jamaal Mccreadie, Executive Director / CEO** (\$2,500) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

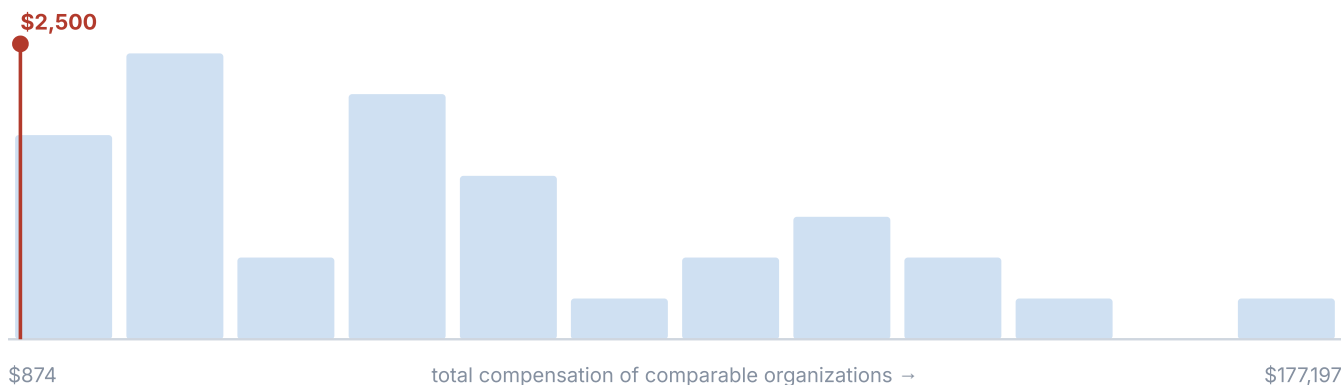
Benchmarked executive: Rahman Jamaal Mccreadie — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$151,862 and \$339,991 — 0.67x to 1.50x the subject's \$226,661 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99) + CA + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,979	\$18,743	\$47,223	\$93,928	\$117,219	\$2,500
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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 CA 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
Litcamp	CA	\$237,327	Executive Dir.	\$49,000	\$46,367	2025
Unscripted Learning	CA	\$238,654	Executive Director	\$40,009	\$40,009	2023
Whittier Friends School	CA	\$209,474	Financial Manager	\$16,926	\$16,440	2024
Women In Data Science And Analytics Inc	CA	\$244,455	President	\$101,265	\$98,360	2024
Off-grid Retreats	CA	\$208,253	Executive Director	\$28,646	\$27,824	2024
Exhibit Envoy	CA	\$245,263	Executive Dir.	\$63,629	\$61,803	2024
San Diego Writers Ink	CA	\$254,748	Executive Director	\$85,208	\$80,630	2025
Informed California Foundation	CA	\$254,981	President	\$900	\$874	2024
Qiao Ji Mandarin	CA	\$256,806	Executive Director	\$11,000	\$10,684	2024
Carpinteria Education Foundation Inc	CA	\$259,098	Executive Director	\$46,287	\$46,287	2023
Architectural Foundation Of	CA	\$189,680	Executive Dir.	\$150,646	\$146,324	2024
97percentorg Inc	CA	\$266,129	Director/ceo Thru 12/31/2023	\$110,596	\$110,596	2023
Cbee Foundation	CA	\$187,131	Ceo	\$182,431	\$177,197	2024
Newport-mesa High School	CA	\$185,868	Secretary/treasurer	\$1,200	\$1,166	2024
Oaktown Jazz Workshops	CA	\$271,149	Executive Dir.	\$65,971	\$64,078	2024
Conductability Inc	CA	\$273,357	Program Director	\$113,322	\$110,071	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Academy	CA	\$278,224	Executive Director	\$18,780	\$18,241	2024
Los Medanos College Foundation	CA	\$174,647	Director - Lmc President (July -Dec)	\$25,994	\$25,994	2023
Solvang School Education Foundation	CA	\$170,182	President & Ceo	\$18,000	\$17,033	2025
Harvardwood	CA	\$283,355	Executive Director	\$49,032	\$47,625	2024
Fem Empowerment Movement	CA	\$168,811	Secretary	\$104,168	\$101,179	2024
Marshallese Youth Of Orange County	CA	\$286,120	Executive Director	\$48,204	\$46,821	2024
Impact Bay Area	CA	\$294,978	Executive Dir.	\$62,184	\$60,400	2024
Being Built Together	CA	\$302,850	President	\$65,695	\$63,810	2024
Syned	CA	\$320,834	President & Ceo	\$39,000	\$39,000	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	34 organizations. Compensation range \$874–\$177,197; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$226,661); for reference, expenses \$253,802 and assets \$37,075.
ROLE MATCH	Rahman Jamaal Mccreadie, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	6 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 (Rahman Jamaal Mccreadie) 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 34 similarly situated organizations (Same NTEE sector (B99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,500 is reasonable (approximately the 6th 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.