

Notre Dame De La Baie Foundation Inc

Executive Director / CEO

EIN 391697736
 WI - NTEE B43I
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Ken Flaten, Executive Director / CEO** (\$39,158) against the **2000** closest of **3,119** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

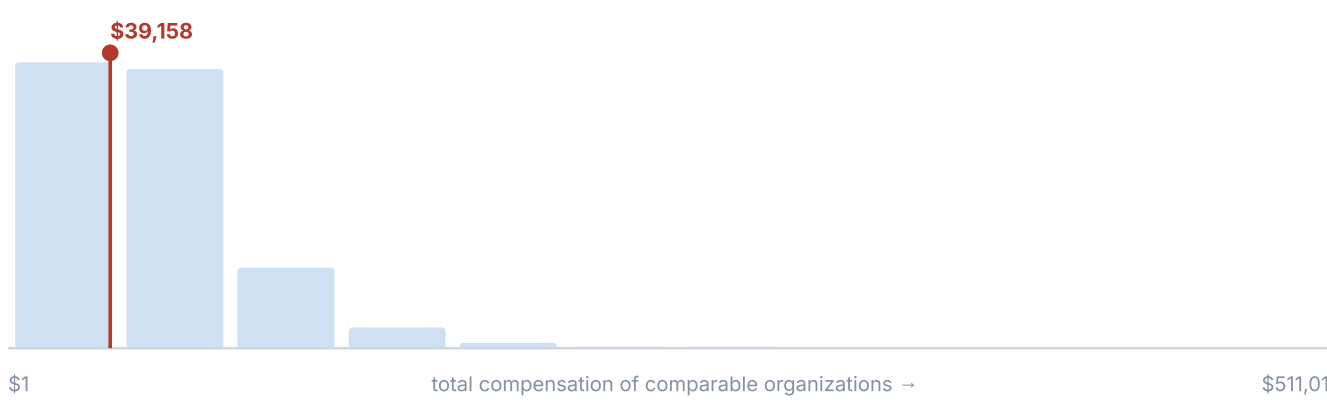
Benchmarked executive: Ken Flaten — reported title "EXEC. DIRECTOR OF FIN. & B", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B43I).
BUDGET	Total revenue between \$243,082 and \$544,213 — 0.67x to 1.50x the subject's \$362,809 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

3,119 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$10,051	\$27,214	\$49,400	\$73,015	\$99,899	\$39,158
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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 WI 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
Literacy Connections Hudson	NY	\$363,025	Executive Di	\$75,002	\$63,222	2025
Chafer Theological Seminary	NM	\$362,482	President	\$42,350	\$44,903	2023
Student Government Organization	NY	\$363,181	President	\$1,445	\$1,250	2024
Wfb Foundation Supporting Organization Inc	WI	\$362,373	Officer	\$27,457	\$27,457	2024
Erie County Association Of School Boards	NY	\$362,373	Executive Director	\$69,888	\$58,912	2025
National Athletic Equipment	OH	\$362,223	Executive Director	\$73,494	\$74,535	2024
Asbury Preschool	NC	\$363,456	Director	\$18,400	\$17,736	2025
Brighter Rays Of Hope	TX	\$363,507	President	\$69,084	\$66,170	2024
New Vision Aviation	CA	\$361,981	President	\$33,040	\$28,125	2023
Rural Aspirations Project	ME	\$363,803	Executive Director	\$83,428	\$82,354	2023
Centro De Educacion Integral Soles Del Jardin Inc	PR	\$363,804	Director	\$2,400	\$2,338	2025
Midlothian Band Boosters	TX	\$361,798	Treasurer	\$1,200	\$1,120	2025
Ohio Association For College	OH	\$361,788	Executive Ad	\$32,657	\$33,119	2024
Open Storehouse Incorporated	FL	\$361,786	President	\$70,000	\$62,966	2024
Pacem School Inc	VT	\$361,754	Head Of School	\$54,852	\$51,502	2025
St Georges Child Care Center	ME	\$363,922	Executive Director	\$45,568	\$43,691	2024
Helix Bar Review Inc	PA	\$363,955	Board Chair/president &	\$450,741	\$430,400	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
			Ceo			
Maryland Pesticide Education	MD	\$361,636	Executive Di	\$80,000	\$73,731	2023
Sustainable Tulsa Inc	OK	\$361,589	Executive Dir.	\$103,188	\$108,797	2024
Teleo University	MN	\$364,052	President Ceo	\$60,000	\$56,768	2024
Flor De Loto Montessori Corp	PR	\$364,110	Employee	\$36,321	\$36,321	2024
Institute For Inclusion In The Legal	IL	\$361,253	Ceo	\$92,591	\$87,161	2024
22nd Judicial District Casa Inc	OK	\$364,430	Exec Dir	\$66,285	\$68,086	2025
Glenridge Nursery School	CA	\$361,159	Program Dir	\$149,326	\$123,466	2024
The Undergraduate Interfraternity	CO	\$360,997	President	\$6,600	\$6,060	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 2000 organizations. Compensation range \$1–\$511,010; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$362,809); for reference, expenses \$336,833 and assets \$6,999,351.

ROLE MATCH Ken Flaten, reported title "*EXEC. DIRECTOR OF FIN. & B*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 212 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 62 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	38 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 st

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 (Ken Flaten) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,158 is reasonable (approximately the 38th 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.