

Whats Your Forte Foundation

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Jamia Jowers, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **229** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

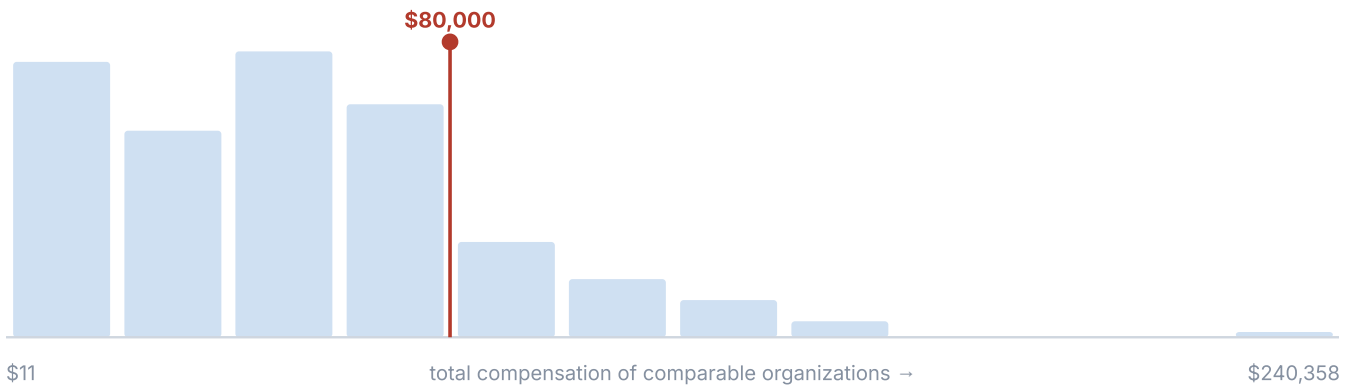
Benchmarked executive: Jamia Jowers — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$114,961 and \$257,377 — 0.67x to 1.50x the subject's \$171,585 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

229 organizations qualified on sector, size, and geography → **229** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,333	\$21,838	\$47,947	\$72,934	\$96,636	\$80,000
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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 AZ 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
Offering Alternative Therapy With Smiles	MI	\$171,225	Executive Director	\$37,000	\$40,883	2023
Claremont Senior Center Inc	NH	\$171,140	Executive Director	\$20,010	\$19,212	2024
Taos Institute	OH	\$171,029	President	\$8,010	\$9,082	2023
Music Youth Partnership Foundation	KS	\$173,124	Executive Director	\$9,750	\$10,671	2025
Northwest Pbis Network Inc	OR	\$173,146	Executive Director	\$146,743	\$145,882	2023
Njecc Inc	NJ	\$173,243	President	\$24,368	\$22,040	2025
Termite Tv Collective Inc	PA	\$174,545	President	\$10,000	\$10,675	2023
Tuskegee Human & Civil Rights	AL	\$174,642	Man. Director	\$68,399	\$79,104	2023
Ihsaa Foundation Inc	IN	\$168,393	President	\$30,377	\$34,293	2023
Rising Movement	NC	\$175,000	Executive Director	\$47,281	\$52,299	2023
Afara Governance Inc	NC	\$175,000	Ceo	\$118,835	\$131,446	2023
Philadelphia Furniture Workshop	PA	\$175,298	Executive Director	\$79,190	\$82,114	2024
The Fairlight Foundation		\$167,559	Executive Director	\$47,174	\$48,567	2023
Style Her Empowered Inc	ID	\$177,248	Ceo	\$47,935	\$54,588	2023
Chinese Language School Of Connecticut	CT	\$165,299	Academic Director	\$20,000	\$19,499	2024
Family Learning Solutions Inc Co Lori S Melman	MD	\$164,514	Founder & Executive Director	\$50,000	\$48,606	2024
Discovery Leadership	WA	\$178,998	President	\$48,000	\$44,685	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oregon Medical Education	OR	\$179,264	Executive Director	\$99,292	\$95,878	2024
Milwaukee Women Inc	WI	\$163,861	External Engagement	\$62,100	\$69,428	2023
Cookeville Children's Theatre	TN	\$161,646	Artistic Director	\$31,105	\$35,001	2023
Michigan Interscholastic Press	MI	\$161,452	Executive Director	\$8,100	\$8,693	2024
Southwest Education Alliance Inc	NC	\$160,825	Secretary	\$70,000	\$73,269	2025
Artplace Mississippi Inc	MS	\$182,388	Executive Di	\$40,000	\$45,129	2025
Family Biz Builder	MS	\$160,005	Ceo	\$19,500	\$22,582	2024
Cfrg Newco Inc	NY	\$159,797	Executive Director	\$10,585	\$9,946	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	229 organizations. Compensation range \$11–\$240,358; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$171,585); for reference, expenses \$111,321 and assets \$295,021.
ROLE MATCH	Jamia Jowers, reported title " <i>Executive Dir.</i> ", 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	2 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	82 nd
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	76 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 (Jamia Jowers) 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 229 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 82nd 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 10, 2026.