

# Belvedere Real Care Providers Network Inc

Executive Director / CEO

EIN 810964239  
 MD · NTEE J20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Christina Flowers, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Christina Flowers — reported title “VICE PRESIDENT”, 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 (J20).

**BUDGET** Total revenue between \$199,265 and \$446,116 — 0.67x to 1.50x the subject's \$297,411 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

**77** organizations qualified on sector, size, and geography

→ **77** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$30,018

\$48,565

\$71,148

\$86,328

\$97,794

**\$24,000**



## ■ 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
<a href="#">Christian Womens Job Corps Of Kerr County</a>	TX	\$301,268	Executive Director	\$70,092	<b>\$72,844</b>	2024
<a href="#">Nevada Business Opportunity Fund</a>	NV	\$292,801	Executive Director	\$556,640	<b>\$579,687</b>	2024
<a href="#">First Call For Help Of Ellis County Inc</a>	KS	\$302,465	Executive Dir	\$46,689	<b>\$52,404</b>	2024
<a href="#">Dress For Success Sw Florida Inc</a>	FL	\$290,787	Executive Director	\$75,510	<b>\$75,875</b>	2023
<a href="#">Career Transitions Inc</a>	MT	\$289,279	Executive Dir.	\$85,736	<b>\$93,542</b>	2025
<a href="#">Njea Frederick L Hipp Foundation For</a>	NJ	\$288,553	President	\$195,157	<b>\$181,029</b>	2024
<a href="#">Dress For Success Worcester Inc</a>	MA	\$284,377	Executive Director	\$80,604	<b>\$75,252</b>	2024
<a href="#">Diffvelopment</a>	NJ	\$281,193	Ceo	\$43,750	<b>\$40,583</b>	2024
<a href="#">Northern Tier Industry And Education Consortium In</a>	PA	\$280,735	Executive Director	\$37,798	<b>\$39,162</b>	2024
<a href="#">Jackson County Twenty First Century Coun</a>	AL	\$316,326	Director	\$62,000	<b>\$69,589</b>	2024
<a href="#">Project Success Coalition</a>	UT	\$317,875	Director	\$72,241	<b>\$79,085</b>	2023
<a href="#">Save A Suit</a>	CT	\$321,014	Executive Dir.	\$43,686	<b>\$42,556</b>	2024
<a href="#">Ccyp Inc</a>	MA	\$273,215	Ceo	\$92,060	<b>\$88,487</b>	2023
<a href="#">Career Connectors Network</a>	AZ	\$326,527	Founder Ceo	\$60,923	<b>\$60,872</b>	2024
<a href="#">Siskiyou County Jobs Council</a>	CA	\$266,910	Executive Dir.	\$26,689	<b>\$24,651</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Urban Solutions Training &amp; Development Corporation</a>	MI	\$327,984	Founder And Ceo	\$6,000	<b>\$6,434</b>	2024
<a href="#">Shirlington Employment And Education Center Inc</a>	VA	\$328,025	Executive Director	\$71,756	<b>\$71,981</b>	2024
<a href="#">Inter-city Services Inc</a>	CA	\$266,608	Executive Director	\$30,382	<b>\$27,256</b>	2024
<a href="#">Ct Against Gun Violence Education Fund Inc</a>	CT	\$328,483	Exec Dir (Thru 1/3/24)	\$26,538	<b>\$25,852</b>	2024
<a href="#">The Diversity Pledge Institute</a>	OH	\$265,693	Executive Director	\$102,385	<b>\$112,664</b>	2024
<a href="#">Christian Womens Job Corps Of Mclennan</a>	TX	\$264,639	Executive Director	\$64,260	<b>\$68,756</b>	2023
<a href="#">Working Family Solidarity</a>	IL	\$332,018	Executive Director	\$59,167	<b>\$60,434</b>	2024
<a href="#">Black Cooperative Impact Fund</a>	CA	\$332,956	President	\$60,000	<b>\$55,417</b>	2023
<a href="#">Michigan Assessing Coalition Inc</a>	MI	\$261,634	Executive Director	\$21,177	<b>\$22,709</b>	2024
<a href="#">Open Employment</a>	CA	\$335,183	President	\$60,000	<b>\$53,828</b>	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 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 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT 77 organizations. Compensation range \$6,434–\$579,687; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$297,411); for reference, expenses \$301,746 and assets \$33,465.

ROLE MATCH	Christina Flowers, reported title "VICE PRESIDENT", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</sup>

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 (Christina Flowers) 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 77 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 3<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.