

Cultural Diversity Foundation Inc

Executive Director / CEO

EIN 841646194
 NV · NTEE B90
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Joni Flowers, Executive Director / CEO** (\$3,010) against **every comparable organization** that fit the selection criteria — **365** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

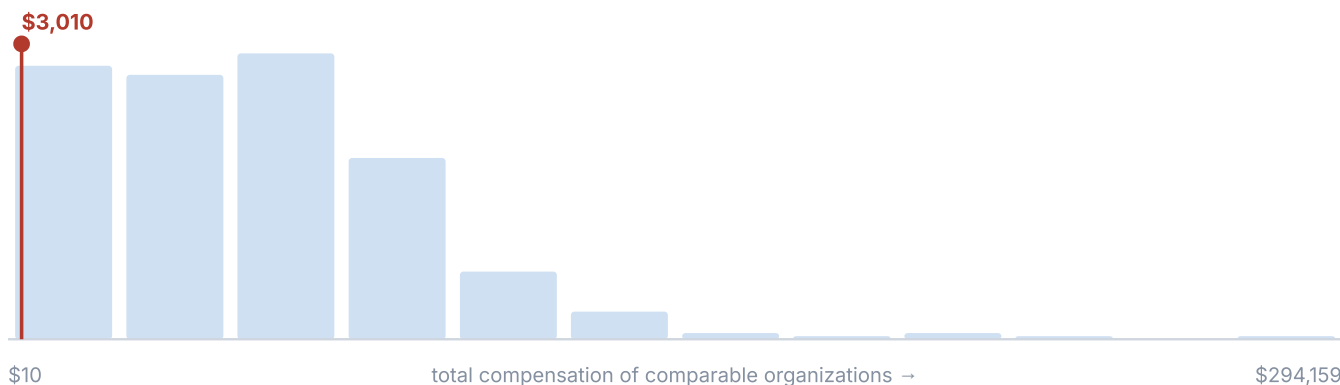
Benchmarked executive: Joni Flowers — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$157,686 and \$353,029 — 0.67x to 1.50x the subject's \$235,353 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

365 organizations qualified on sector, size, and geography → **365** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,320	\$26,513	\$51,010	\$74,775	\$101,298	\$3,010
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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 NV 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
Acton Academy Dc Foundation	DC	\$235,484	Executive Dir.	\$77,250	\$69,626	2023
Borromeo Project Inc	NH	\$235,164	Executive Director	\$131,521	\$124,733	2023
Law Schoolyes We Can	CO	\$235,137	Executive Director	\$104,000	\$102,426	2023
Alamo Area Christian Educators Inc	TX	\$235,116	President/di	\$49,950	\$49,847	2024
Creative Lives Inc	VT	\$236,202	Executive Di	\$74,000	\$74,306	2024
Empower Humanity Inc	ID	\$234,407	Board Member	\$25,669	\$27,242	2024
Puerto Rico Alliance For Companion Animals Inc	PR	\$237,207	Treasurer	\$3,600	\$3,600	2024
Students With A Goal	OH	\$232,969	Executive Director	\$48,654	\$52,928	2023
Forever R Children	OH	\$237,961	Executive Di	\$4,000	\$4,227	2024
Tyler Junior Golf Foundation	TX	\$232,209	Executive Dir.	\$60,600	\$60,475	2024
Yamei Academy Of Excellence	CA	\$232,111	Ceo And Director	\$36,000	\$31,012	2024
Dream It Do It Western New York Inc	NY	\$232,010	President	\$58,263	\$52,523	2024
Mastermindz Afterschool Enrichment Program	PA	\$231,851	President	\$18,602	\$18,507	2024
Witkids Inc	TN	\$239,012	President	\$86,885	\$91,112	2024
Peacemakers Inc	CA	\$239,222	Founding Director	\$13,000	\$11,530	2023
Empowered Tutoring Inc	WI	\$231,317	President	\$45,321	\$46,003	2025
Shermont Manor	MT	\$239,735	Ceo	\$19,661	\$21,143	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cleveland Municipal School District	OH	\$239,927	Director	\$138,367	\$146,205	2024
Global Youth Leadership Center	CA	\$230,262	Founder	\$125,000	\$107,682	2024
Pomona Hope	CA	\$230,104	Executive Dir.	\$60,973	\$52,526	2024
Wings For Learning	TX	\$240,694	Executive Di	\$54,000	\$53,889	2024
Academy31 Inc	NC	\$240,918	President	\$25,440	\$26,224	2024
The Well Summit Co	AR	\$229,511	Manager	\$23,958	\$26,866	2024
Potential Endeavors	MN	\$241,289	President And Treasurer	\$15,000	\$14,787	2024
Klee Ministry	CA	\$229,215	Chief Executive Officer	\$108,000	\$90,639	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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	365 organizations. Compensation range \$10–\$294,159; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$235,353); for reference, expenses \$239,880 and assets \$19,187.
ROLE MATCH	Joni Flowers, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	3 rd

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 (Joni 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 365 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,010 is reasonable (approximately the 4th 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.