

# Iccnm Foundation

Executive Director / CEO

EIN 884356604

NM · NTEE B02

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kerry Flint, Executive Director / CEO** (\$2,375) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Kerry Flint — 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 (B02).

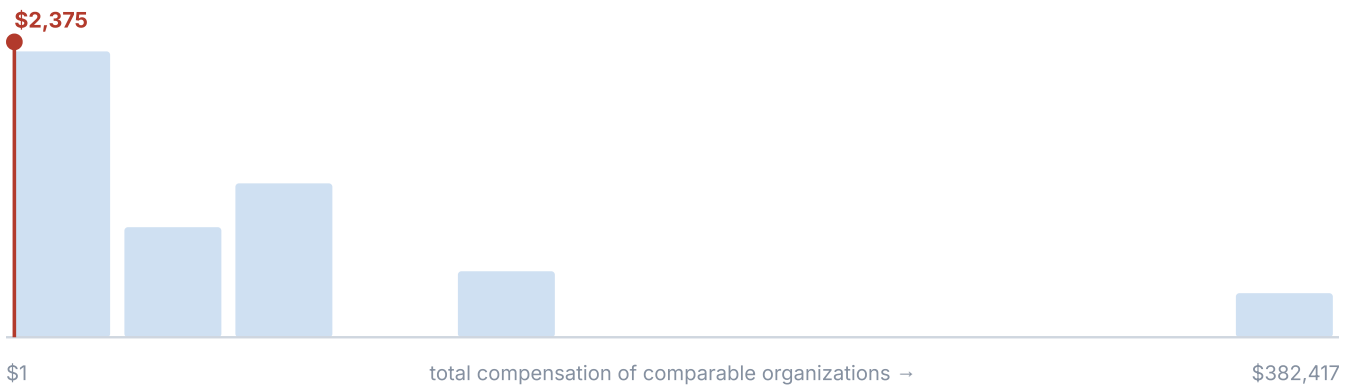
**BUDGET** Total revenue between \$190,686 and \$426,909 — 0.67x to 1.50x the subject's \$284,606 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B02), nationwide + budget 0.67–1.5x revenue.

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

→ **30** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,587	\$20,858	\$45,317	\$80,182	\$148,418	\$2,375
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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 NM 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="#">Arkansas Rural Ed Association</a>	AR	\$282,532	Executive Director	\$76,000	<b>\$79,427</b>	2024
<a href="#">Village Mke Inc</a>	WI	\$291,000	Ceo	\$147,500	<b>\$147,453</b>	2023
<a href="#">Concepts For Adaptive Learning</a>	CT	\$275,924	Executive Director	\$65,000	<b>\$56,663</b>	2024
<a href="#">Middle College High School National</a>	NJ	\$294,291	Director	\$33,280	<b>\$27,626</b>	2024
<a href="#">The Quest Institute For Quality Educ</a>	CA	\$270,067	Ceo	\$33,246	<b>\$27,480</b>	2023
<a href="#">Maestromeetings Inc</a>	PA	\$268,549	Officer	\$18,786	<b>\$17,418</b>	2024
<a href="#">The Center For Bioethics And Culture</a>	CA	\$307,398	Executive Director	\$88,200	<b>\$68,986</b>	2025
<a href="#">The Commission On Massage Therapy</a>	VA	\$261,134	Executive Director	\$107,200	<b>\$93,755</b>	2025
<a href="#">Good2know Partners</a>	CA	\$327,327	Ceo	\$10,000	<b>\$8,028</b>	2024
<a href="#">Salinan Heritage Preservation</a>	CA	\$240,271	President	\$4,500	<b>\$3,613</b>	2024
<a href="#">Arc Upper Valley Inc</a>	ND	\$333,086	Executive Director	\$83,159	<b>\$87,354</b>	2023
<a href="#">Qed Foundation Inc</a>	NH	\$229,294	Executive Di	\$91,003	<b>\$80,434</b>	2023
<a href="#">Wisconsin Skyward User Group Inc</a>	WI	\$341,678	President	\$500	<b>\$485</b>	2024
<a href="#">Auburn University Real Estate</a>	AL	\$341,851	President	\$350,949	<b>\$352,509</b>	2024
<a href="#">Springboard Child Care Inc</a>	CO	\$226,628	President	\$30,000	<b>\$26,746</b>	2024
<a href="#">Gradient Learning</a>	CA	\$342,635	Executive Director	\$462,663	<b>\$382,417</b>	2023
<a href="#">Econ Job Market Inc</a>	CA	\$224,185	Secretary & Cio	\$30,000	<b>\$23,465</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lead Wichita Inc</a>	KS	\$222,374	Secretary	\$31,500	<b>\$32,574</b>	2023
<a href="#">Open Syllabus Inc</a>	NY	\$348,291	President And Treasurer	\$173,819	<b>\$146,034</b>	2024
<a href="#">Alliance For Public Waldorf Education</a>	CA	\$207,492	Executive Dir.	\$93,750	<b>\$75,266</b>	2024
<a href="#">Us Ort Operations Inc</a>	NY	\$200,429	Board Member	\$1	<b>\$1</b>	2023
<a href="#">Zworks</a>	IN	\$368,977	Executive Director	\$70,000	<b>\$68,633</b>	2024
<a href="#">Oakmont Academic Knowledge</a>	OH	\$198,229	Co-executive Director	\$43,523	<b>\$44,126</b>	2023
<a href="#">Military Cyber Professionals Assn Inc</a>	VA	\$371,615	Chief Operating Officer	\$175,002	<b>\$157,102</b>	2024
<a href="#">Southeastern Association Of Law Schools</a>	NC	\$194,902	Executive Director	\$28,000	<b>\$26,899</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>30</b> organizations. Compensation range \$1–\$382,417; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$284,606); for reference, expenses \$141,542 and assets \$159,151. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Kerry Flint, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 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	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	17 <sup>th</sup>
All sources (D + E + F), adjusted	7 <sup>th</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 (Kerry Flint) 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 30 similarly situated organizations (Same NTEE sector (B02), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,375 is reasonable (approximately the 7<sup>th</sup> 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.