

# The Global Peace Initiative Of Women Religious And Spiritual Leaders Inc

Executive Director / CEO

EIN 200499760  
 NY · NTEE Q40  
 FY ending 2020-09-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Marianne Marstand, Executive Director / CEO** (\$42,600) against **every comparable organization** that fit the selection criteria — **572** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

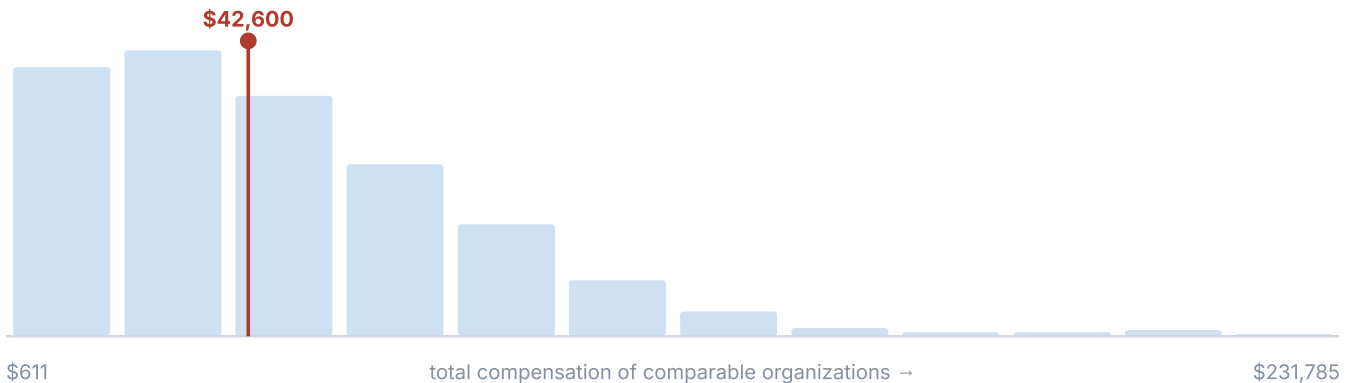
**Benchmarked executive:** Marianne Marstand — reported title “TREASURER/SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q40).
BUDGET	Total revenue between \$177,169 and \$396,648 — 0.67x to 1.50x the subject's \$264,432 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**572** organizations qualified on sector, size, and geography → **572** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$9,097</b> 10TH	<b>\$21,263</b> 25TH	<b>\$42,129</b> MEDIAN	<b>\$65,996</b> 75TH	<b>\$92,268</b> 90TH	<b>\$42,600</b> THIS ORG · 50TH
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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 NY 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="#">Directconnect Humanitarian Aid Inc</a>	MI	\$264,240	President	\$22,127	<b>\$20,852</b>	2024
<a href="#">Childrens Rescue Mission Inc</a>	CT	\$263,676	President	\$72,000	<b>\$63,454</b>	2023
<a href="#">Academic Foundation For International</a>	CA	\$263,648	President	\$100,000	<b>\$78,836</b>	2024
<a href="#">American Institute Of Iranian Studies</a>	NY	\$263,615	Executive Direc	\$53,000	<b>\$45,016</b>	2023
<a href="#">Indify Incorporated</a>	MN	\$265,285	Executive Director	\$75,000	<b>\$69,658</b>	2023
<a href="#">The Holiness Pilgrim Church Inc</a>	IN	\$263,468	American Director	\$4,800	<b>\$4,502</b>	2025
<a href="#">Manhattan His Association</a>	KS	\$265,413	Executive Director/secretary	\$65,500	<b>\$62,939</b>	2025
<a href="#">Star Of Hope International America Inc</a>	KS	\$263,394	Ceo	\$59,400	<b>\$58,588</b>	2024
<a href="#">Children Rescues International</a>	SD	\$265,523	Board Member	\$5,847	<b>\$5,892</b>	2024
<a href="#">Troup Family Ministries Inc</a>	TX	\$263,285	President	\$15,000	<b>\$13,699</b>	2024
<a href="#">The Charis Project</a>	CA	\$263,271	Ceo	\$24,000	<b>\$18,921</b>	2024
<a href="#">Second Mountain Ministries</a>	TX	\$266,325	Director	\$165,000	<b>\$155,139</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mercy Smiles International Outreach</a>	TX	\$262,415	Board Member, Vice President, Former President	\$1,830	<b>\$1,672</b>	2024
<a href="#">Companion Community Development</a>	IN	\$262,203	Executive Di	\$55,567	<b>\$53,499</b>	2024
<a href="#">Prayer Plan Missions Inc</a>	OH	\$266,690	Honduras Field Director	\$14,000	<b>\$13,538</b>	2024
<a href="#">Be There Ministries</a>	VA	\$266,817	Founder	\$40,000	<b>\$36,302</b>	2023
<a href="#">Friends Of Ostomates Worldwide - Usa Inc</a>	KY	\$262,040	Contacto	\$13,000	<b>\$12,422</b>	2025
<a href="#">Santiago Panama Mission Adventures</a>	TX	\$262,033	President	\$18,300	<b>\$16,712</b>	2024
<a href="#">World Federation Of Free Latvians</a>	MD	\$266,852	Secretary General	\$38,256	<b>\$32,653</b>	2024
<a href="#">City Of Refuge International Inc</a>	OR	\$267,483	President	\$47,580	<b>\$41,532</b>	2023
<a href="#">Project Ethiopia</a>	WA	\$267,500	Executive Director	\$14,624	<b>\$11,954</b>	2024
<a href="#">Cure Glaucoma Foundation</a>	TX	\$267,724	Exec Dir/treas	\$25,738	<b>\$23,506</b>	2024
<a href="#">Hope Border Institute</a>	TX	\$268,242	Executive Director	\$53,074	<b>\$48,471</b>	2024
<a href="#">Identify Inc</a>	GA	\$268,339	Director	\$78,000	<b>\$73,718</b>	2023
<a href="#">Far Reaching Ministries Aviation Inc</a>	CA	\$260,470	Ceo	\$108,806	<b>\$85,778</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2020 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 NY 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	572 organizations. Compensation range \$611–\$231,785; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$264,432); for reference, expenses \$347,221 and assets \$12,527.
ROLE MATCH	Marianne Marstand, reported title " <i>TREASURER/SECRETARY</i> ", 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	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	53 <sup>rd</sup>
All sources (D + E + F), adjusted	48 <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 (Marianne Marstand) 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 572 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$42,600 is reasonable (approximately the 50<sup>th</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.