

Global Writes Inc

Executive Director / CEO

EIN 203246698

NY · NTEE A70

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maria Fico, Executive Director / CEO** (\$35,000) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Maria Fico — reported title “Co-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

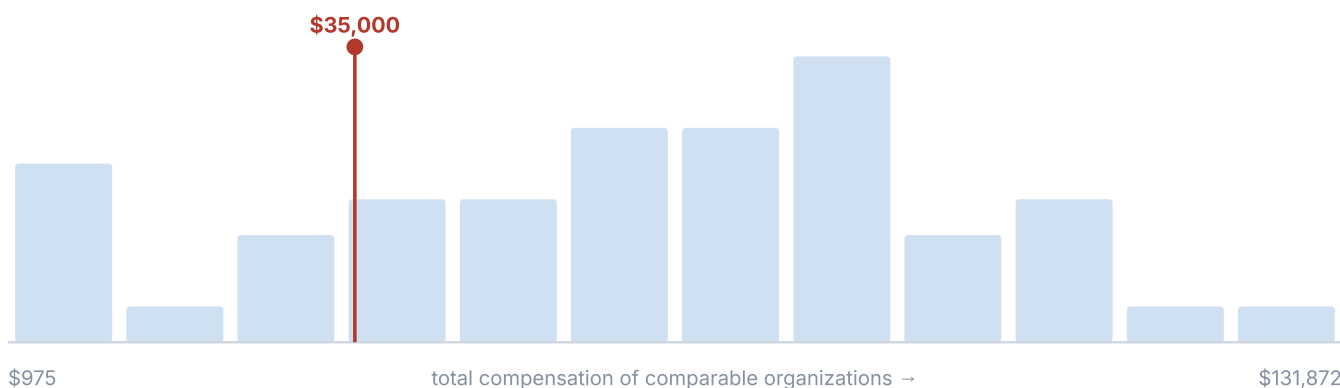
SECTOR Organizations sharing the subject's NTEE classification (A70).

BUDGET Total revenue between \$322,103 and \$721,126 — 0.67x to 1.50x the subject's \$480,751 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A70), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,317	\$41,525	\$67,092	\$85,480	\$100,382	\$35,000
----------	----------	----------	----------	-----------	----------



● 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 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
Indianapolis Theatre Fringe Fe	IN	\$485,251	Executive Dir	\$80,000	\$93,362	2023
Forbes Avenue Foundation Inc	PA	\$494,105	Executive Di	\$93,250	\$97,381	2025
7000 Languages Inc	MA	\$465,722	Executive Director	\$103,267	\$99,748	2024
Mcct Inc	MI	\$462,177	Executive Director	\$66,029	\$75,422	2023
Inquirefirst	CA	\$502,929	President/tr	\$91,000	\$84,464	2024
Brooklyn Poets Inc	NY	\$446,278	Treasurer	\$63,965	\$63,965	2023
New Literary Project	CA	\$443,947	Executive Director	\$138,000	\$131,872	2023
Opportunity Music Project	NY	\$443,898	Executive Dir.	\$66,146	\$66,146	2023
Charlotte Center For Literary Arts Inc	NC	\$436,282	Co-founder, Executive Director	\$77,950	\$86,576	2024
Kundiman Inc	NY	\$527,543	Executive Director Until 6/2024	\$34,462	\$33,473	2024
System For Education Empowerment And Success	TX	\$430,337	President	\$36,968	\$39,749	2024
Norfolk Forum Incorporated	VA	\$533,211	Executive Director	\$45,313	\$45,816	2025
Verde Valley Archaeology Center	AZ	\$426,652	Executive Director	\$90,000	\$95,786	2023
Oregon Potters Association	OR	\$535,230	President	\$949	\$975	2023
Foundation For The Future Of Literature	CA	\$537,373	Prog. Director	\$2,100	\$1,949	2024
Teachers & Writers Collaborative Inc	NY	\$545,015	Executive Director	\$78,699	\$76,441	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Metro Community Development Corporation	MA	\$412,397	Director, Executive Director	\$72,300	\$68,037	2025
Association Of American Rhodes Scholars	VA	\$400,243	Editor & Director	\$37,907	\$39,342	2024
Greek School Of Plato Ltd	NY	\$568,259	Executive Dir.	\$52,708	\$51,196	2024
Spanish Academy	CA	\$390,365	Director	\$110,500	\$105,593	2023
I Can Fly International	CA	\$386,754	President	\$31,906	\$29,615	2024
Riverbend Equine Therapy	OH	\$575,673	Founder	\$38,000	\$43,263	2024
Fairfield Foundation Of Virginia Inc	VA	\$577,214	Director	\$44,069	\$45,738	2024
The Rhapsody Project	WA	\$381,818	Co-founder	\$57,720	\$57,189	2023
Human Agenda	CA	\$579,907	Executive Dir.	\$92,737	\$86,076	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 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 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.

Sample, role match & sensitivity

PEER COUNT 46 organizations. Compensation range \$975–\$131,872; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$480,751); for reference, expenses \$939,100 and assets \$406,533. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Maria Fico, reported title "*Co-President*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	20 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	20 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 (Maria Fico) 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 46 similarly situated organizations (Same NTEE sector (A70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 is reasonable (approximately the 20th 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.