

Global Interdependence Center

Executive Director / CEO

EIN 232138619
 PA · NTEE Q055
 FY ending 2024-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Jillian Fornito, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **687** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

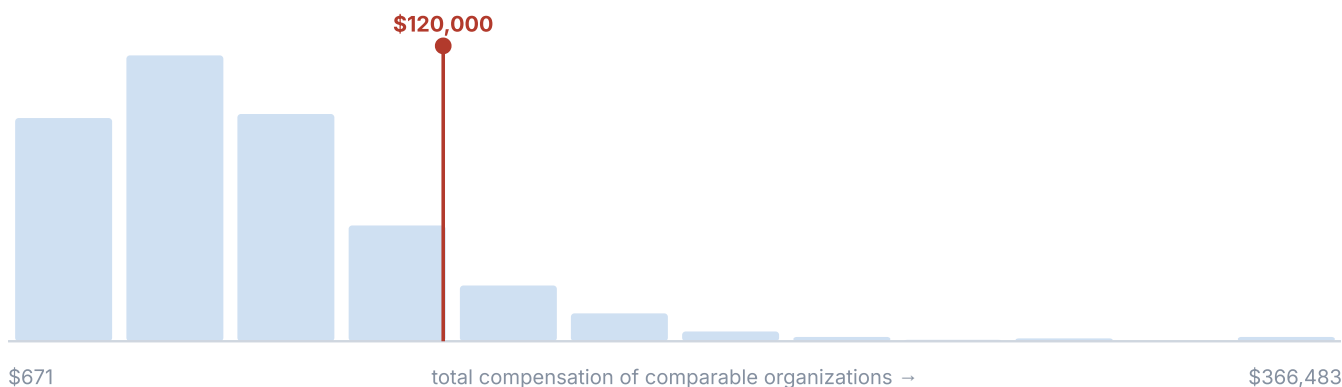
Benchmarked executive: Jillian Fornito — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q055).
BUDGET	Total revenue between \$316,280 and \$708,091 — 0.67x to 1.50x the subject's \$472,061 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

687 organizations qualified on sector, size, and geography → **687** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,687	\$32,488	\$58,793	\$90,278	\$124,990	\$120,000
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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 PA 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
Lanna Foundation	CA	\$471,922	Director	\$31,534	\$26,601	2025
People Of Peru Project	WA	\$472,758	Chairman	\$67,143	\$60,280	2024
Cispes Education Fund	DC	\$472,949	President	\$44,616	\$40,420	2023
Heartland Initiative Inc	IN	\$473,013	President	\$89,850	\$95,015	2024
Every Nation Education Inc	NC	\$473,249	Ceo	\$12,360	\$12,807	2024
Doyukai Fund For Harvard Inc	MA	\$470,726	Treasurer, Director & Clerk	\$64,275	\$59,630	2023
Cair Michigan Inc	MI	\$470,606	Executive Officer	\$89,539	\$92,676	2024
The G-24 Liaison Office	DC	\$474,405	Director	\$231,941	\$204,100	2024
Daybreak Development Corporation	GA	\$474,885	President	\$21,900	\$22,734	2023
Walk In The Light International	WA	\$475,048	Executive Director	\$36,000	\$32,320	2024
Hosean International Ministries Inc	AR	\$475,134	President	\$48,000	\$55,702	2023
Nazdeek Inc	NY	\$468,934	Sec./co-founder	\$10,000	\$9,061	2024
Utah Friends Of Amar International	UT	\$468,483	Executive Director And Treasurer	\$30,000	\$30,789	2024
The Chain Collaborative Inc	PA	\$475,641	Executive Dir.	\$36,400	\$37,475	2023
Women In International Security	DC	\$476,256	Executive Director	\$136,500	\$123,663	2023
Hands Of Freedom	MN	\$476,698	President	\$30,000	\$29,726	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance Care Now	VA	\$476,844	Founder Ceo	\$138,462	\$134,062	2024
Raising A Voice	TN	\$466,714	Director Of Staff Discipleship	\$43,790	\$46,157	2024
The Association Of Professional Schools	DC	\$477,720	Executive Dir.	\$76,000	\$65,153	2025
Honduras Compassion Partners Inc	MD	\$477,734	Secretary	\$32,077	\$30,072	2024
Partners For Andean Community Health Inc	CT	\$477,950	Executive Director	\$14,400	\$13,939	2023
El Enjambre Colectivo Inc	PR	\$478,264	Founder	\$28,250	\$28,250	2024
Gap Missions Ministries Inc	GA	\$478,813	Director Missionary	\$57,638	\$59,831	2023
Ministry Builders Inc	TX	\$478,932	President/director	\$44,778	\$44,916	2024
Vision Of Community Fellowship Inc	WA	\$465,179	President	\$72,000	\$66,550	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 687 organizations. Compensation range \$671–\$366,483; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$472,061); for reference, expenses \$535,744 and assets \$344,972.

ROLE MATCH Jillian Fornito, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	88 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	86 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 (Jillian Fornito) 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 13, 2026, comparing compensation against 687 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 88th 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 13, 2026.