

# Global Foundation For Children With Hearing Loss

Executive Director / CEO

EIN 264352103

WA · NTEE P87

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Paige Stringer, Executive Director / CEO** (\$122,000) against the **2000** closest of **3,042** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations **above the 90th percentile — board review recommended**

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

## How comparable organizations were selected

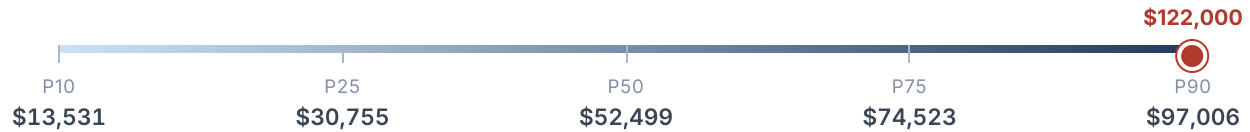
SECTOR	Organizations sharing the subject's NTEE classification (P87).
BUDGET	Total revenue between \$166,372 and \$372,475 — 0.67x to 1.50x the subject's \$248,317 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,042** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



<b>\$13,531</b> 10TH	<b>\$30,755</b> 25TH	<b>\$52,499</b> MEDIAN	<b>\$74,523</b> 75TH	<b>\$97,006</b> 90TH	<b>\$122,000</b> THIS ORG · 96TH
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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 WA 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="#">Gracies Giving Hands</a>	CA	\$248,343	Director Of Operations	\$368	<b>\$365</b>	2024
<a href="#">Hola Lakeway</a>	TN	\$248,347	Executive Director	\$31,200	<b>\$38,710</b>	2023
<a href="#">Mayville Open Door Inc</a>	WI	\$248,275	President	\$44,080	<b>\$52,779</b>	2024
<a href="#">Cognitive Connection Corporation</a>	NC	\$248,242	Secretarytreasurer	\$1,500	<b>\$1,777</b>	2024
<a href="#">Project Hope</a>	MT	\$248,418	Executive Director	\$15,720	<b>\$20,002</b>	2023
<a href="#">Serve Reedley Inc</a>	CA	\$248,211	Program Director	\$51,787	<b>\$52,783</b>	2023
<a href="#">The Samaritan Well Inc</a>	IL	\$248,473	Executive Director	\$56,661	<b>\$62,218</b>	2025
<a href="#">Streator Area United Way Inc</a>	IL	\$248,135	Executive Dir.	\$35,467	<b>\$41,157</b>	2023
<a href="#">Waterfront Village Inc</a>	DC	\$248,116	Executive Director	\$77,500	<b>\$77,971</b>	2024
<a href="#">Roads To Freedom</a>	PA	\$248,112	Ceo	\$32,726	<b>\$38,521</b>	2023
<a href="#">Narrow Door</a>	CA	\$248,104	President, Director	\$65,658	<b>\$65,001</b>	2024
<a href="#">Enlighten Communications Inc</a>	CO	\$248,085	President	\$64,800	<b>\$71,238</b>	2024
<a href="#">Keiki To Kupuna Foundation</a>	HI	\$248,569	President	\$67,500	<b>\$71,332</b>	2023
<a href="#">Abpa Foundation Inc</a>	IL	\$248,630	President	\$102,092	<b>\$112,105</b>	2025
<a href="#">The Open Door Christian Center</a>	SC	\$247,984	Executive Di	\$16,231	<b>\$19,413</b>	2024
<a href="#">Advocates For Children Of Rural Nevada</a>	NV	\$248,681	Executive Dir.	\$67,531	<b>\$77,608</b>	2024
<a href="#">Family House Inc</a>	IN	\$247,890	Executive Director	\$23,296	<b>\$28,998</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Gift Of Hope Inc</a>	MO	\$247,837	Executive Di	\$83,121	<b>\$98,333</b>	2025
<a href="#">Community For Woodstock</a>	VT	\$247,832	Director	\$9,442	<b>\$11,218</b>	2023
<a href="#">Foresight Ski Guides Inc</a>	CO	\$248,807	Executive Director	\$75,296	<b>\$82,776</b>	2024
<a href="#">Williamsburg Area Faith In Action I</a>	VA	\$247,693	Executive Director	\$69,615	<b>\$77,063</b>	2024
<a href="#">John B Cunningham Pans And Pandas Foundation Inc</a>	MA	\$248,969	Officer	\$80,000	<b>\$84,855</b>	2023
<a href="#">International Building Performance Simulation Asso</a>	SD	\$249,005	Executive Director	\$79,800	<b>\$103,954</b>	2023
<a href="#">Care-a-vansaint Inc</a>	CO	\$247,569	Executive Di	\$48,734	<b>\$53,575</b>	2024
<a href="#">Loveland Boxing Gym</a>	CO	\$247,524	President	\$67,067	<b>\$75,908</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2025 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 WA 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>2000</b> organizations. Compensation range \$20–\$438,757; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$248,317); for reference, expenses \$242,933 and assets \$433,384.
ROLE MATCH	Paige Stringer, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	149 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 41 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	90 <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 (Paige Stringer) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$122,000 is reasonable (approximately the 96<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.