

Georgia Tech Global Inc

Executive Director / CEO

EIN 271070747

GA · NTEE B114

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Bernard Kippelen, Executive Director / CEO** (\$58,151) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Bernard Kippelen — 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 (B114).

BUDGET Total revenue between \$308,200 and \$690,000 — 0.67x to 1.50x the subject's \$460,000 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

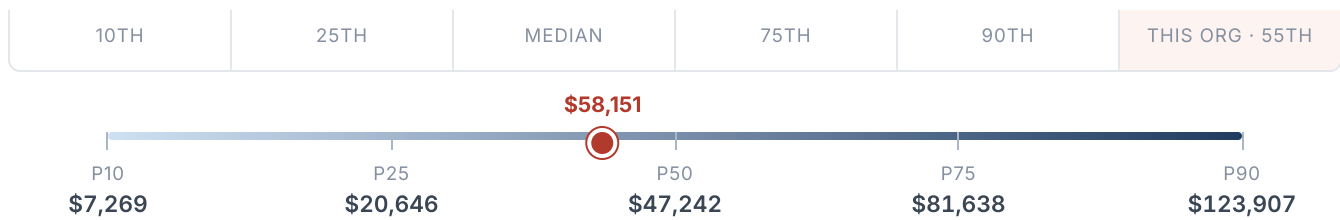
148 organizations qualified on sector, size, and geography

→ **148** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,269	\$20,646	\$47,242	\$81,638	\$123,907	\$58,151
---------	----------	----------	----------	-----------	-----------------



■ 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 GA 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
Friends Of Veritas Preparatory Charter	MA	\$457,074	President	\$23,440	\$21,503	2024
University Of North Carolina At	NC	\$457,066	Treasurer	\$56,564	\$59,665	2024
Great Lakes Academy Support	IL	\$454,800	Treasurer	\$6,807	\$7,033	2023
The Partners Program	CA	\$453,969	Director/head Of School	\$210,112	\$190,688	2023
The Berkeley Institute	CA	\$452,970	Executive Director, Treasu	\$125,190	\$110,357	2024
Musd Holding Corp	CA	\$452,888	President	\$19,780	\$16,987	2025
Parkland School District Education	PA	\$452,639	Executive Di	\$79,810	\$79,155	2025
Lincoln Trail College Foundation	IL	\$467,502	Executive Director	\$26,400	\$26,496	2024
Community Based Education Support	HI	\$469,475	Director	\$5,688	\$5,198	2024
Foundation For The Young Womens	TX	\$473,132	Executive Dir.	\$96,300	\$98,340	2024
Friends Of Peak To Peak Inc	CO	\$446,170	Executive Director Of Operations	\$43,550	\$43,890	2023
The Birmingham Athletic Partnership	AL	\$474,118	Director	\$6,000	\$6,447	2025
Winston Knolls Foundation For Thriving	IL	\$445,521	President	\$2,472	\$2,481	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Discoveries Affiliated Building Co	MN	\$444,000	President	\$43,067	\$43,442	2024
The Perquimans County Schools	NC	\$477,048	Secretary/tr	\$31,683	\$32,558	2025
Ridgefield Boosters	WA	\$477,422	Treasurer	\$5,538	\$4,931	2025
Pantheon Education Center Inc	IN	\$478,938	Ceo	\$78,908	\$84,949	2024
La County Library Foundation	CA	\$479,609	Executive Director	\$162,852	\$143,557	2024
Bethel Education Foundation	OR	\$440,008	Executive Di	\$43,680	\$42,633	2023
Eei Support Corporation	CA	\$480,000	Ceo (Until 5/22)	\$34,043	\$30,896	2023
Iowa Asian Alliance Foundation	IA	\$438,987	Executive Di	\$88,304	\$101,620	2023
Mercy Health Foundation Berryville	AR	\$438,902	Foundation President	\$11,384	\$13,449	2023
Missouri Association Of	MO	\$438,675	Executive Di	\$30,000	\$32,438	2024
Barbara Ingram School For The Arts	MD	\$436,102	Executive Director	\$22,500	\$21,474	2024
Carmel High School Ovation Inc	IN	\$435,238	Choral Director	\$2,800	\$3,014	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	148 organizations. Compensation range \$683–\$544,813; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$460,000); for reference, expenses \$476,827 and assets \$40,559.
ROLE MATCH	Bernard Kippelen, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	64 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	55 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 st

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 (Bernard Kippelen) 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 148 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,151 is reasonable (approximately the 55th 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.