

Global Recovery Initiatives Foundation

Executive Director / CEO

EIN 331104732

MD · NTEE B25

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Catherine B Hartnett, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

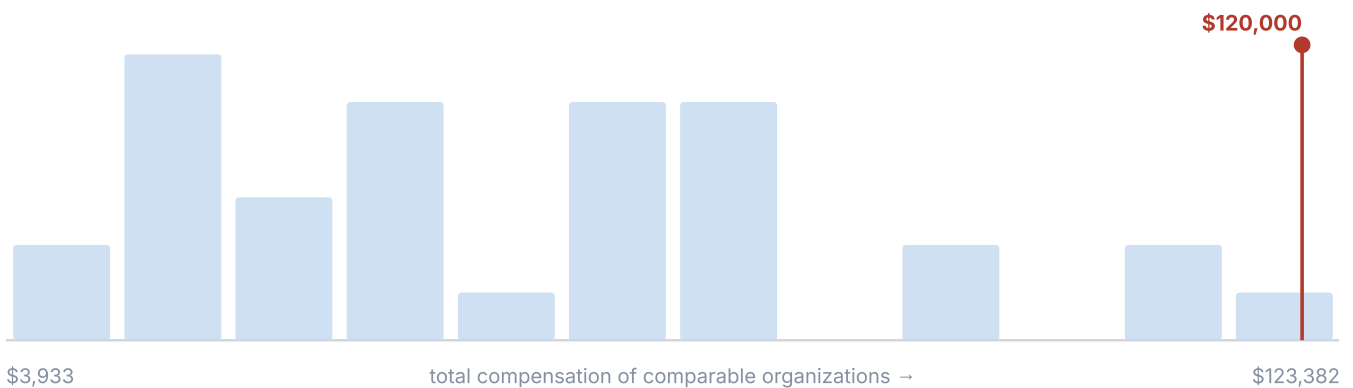
Benchmarked executive: Catherine B Hartnett — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B25).
- BUDGET** Total revenue between \$170,319 and \$381,312 — 0.67x to 1.50x the subject's \$254,208 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B25), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,434	\$24,668	\$43,773	\$67,131	\$89,688	\$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 MD 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
St John Bosco Association	OK	\$250,093	Director	\$36,000	\$41,308	2025
East Burke School Inc	VT	\$264,402	Co Head Of School	\$62,001	\$66,751	2024
Dietrich Bonhoeffer Academy Inc	TX	\$265,390	Head Of School	\$86,592	\$90,262	2025
Insight Colearning Center	NC	\$268,088	Executive Director	\$60,000	\$68,271	2023
Rural Education And Workforce Alliance	KS	\$270,521	Member	\$103,710	\$123,382	2023
Chesterton Academy Of The	FL	\$237,751	Board Member	\$22,500	\$22,609	2024
Living Oaks Academy	SC	\$237,089	Chairman	\$21,250	\$23,712	2024
College Access Navigators Inc	CO	\$236,191	Executive Director	\$60,000	\$61,538	2024
Pleasant Ridge Christian Academy Inc	FL	\$273,043	Director Of Operations	\$17,308	\$17,392	2024
Alabama Association Of Secondary	AL	\$234,666	Asst. Ex Dir	\$53,039	\$63,100	2023
Doing Art Together Inc	NY	\$279,391	Creative Director	\$61,200	\$60,900	2023
Concordia Academy-wichita	KS	\$283,423	Headmaster	\$90,000	\$104,000	2024
Career Tech High School	OR	\$287,163	Executive Director	\$25,012	\$25,579	2023
New Jersey School Of Dramatic Arts	NJ	\$216,873	President	\$45,020	\$42,994	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oldham County Athletic Boosters Inc	KY	\$295,877	Treasurer	\$4,800	\$5,516	2024
Questa Middle School Inc	FL	\$296,242	President	\$66,078	\$66,397	2024
Indus Center For Academic Excellence	MI	\$206,258	Director	\$99,769	\$110,148	2024
Be Academy Of Steam	TN	\$305,946	Principal	\$65,000	\$73,081	2024
La Luz Education	CO	\$201,513	President	\$60,002	\$61,541	2024
Commonwealth Christian Academy Inc	VA	\$308,169	President	\$19,000	\$19,623	2024
Unlimited Dreams Christian Learning Center	MS	\$314,000	Administrator/executive Director	\$33,000	\$40,474	2023
Victory High School	NH	\$191,837	Treasurer	\$23,100	\$22,227	2025
The Bearcamp Center For Sustainable Community	NH	\$190,952	Executive Director	\$35,000	\$35,589	2023
The Bridge Avenue School	OH	\$319,490	Teacher	\$40,365	\$44,551	2025
Saint Andrews Academy Inc	KY	\$321,409	Secretary	\$31,250	\$34,985	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	32 organizations. Compensation range \$3,933–\$123,382; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$254,208); for reference, expenses \$350,601 and assets \$5,003.
ROLE MATCH	Catherine B Hartnett, reported title " <i>Director</i> ", 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.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	97 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	94 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 (Catherine B Hartnett) 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 32 similarly situated organizations (Same NTEE sector (B25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 97th 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.