

Corporation For Global Community

Executive Director / CEO

EIN 412253250

MS · NTEE B82

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Dorothy Biard, Executive Director / CEO** (\$50,470) against **every comparable organization** that fit the selection criteria — **230** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

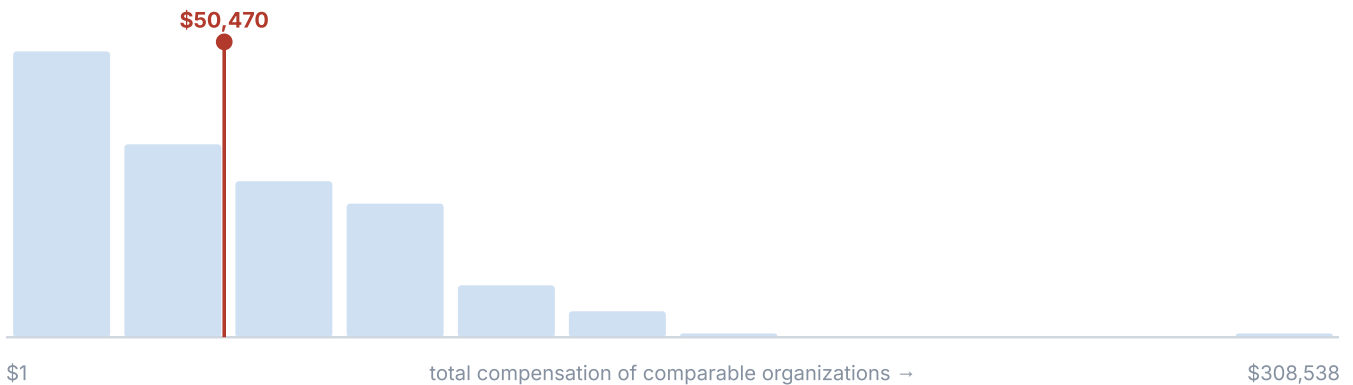
Benchmarked executive: Dorothy Biard — reported title “EMERITUS - FOUNDING MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$251,193 and \$562,372 — 0.67x to 1.50x the subject's \$374,915 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

230 organizations qualified on sector, size, and geography → **230** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,741	\$19,876	\$42,318	\$78,038	\$102,223	\$50,470
---------	----------	----------	----------	-----------	----------



■ 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 MS 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
Echoes Of Hope	CA	\$373,618	Executive Dir.	\$103,000	\$82,216	2023
Help 2 Others Foundation	AL	\$376,377	Executive Director	\$92,000	\$89,240	2024
Oregon Schools Foundation	OH	\$377,264	Executive Dir.	\$12,000	\$11,748	2023
Washington State Potato Foundation	WA	\$377,968	Executive Director	\$81,332	\$65,380	2024
Irish Fellowship Educational &	IL	\$370,872	Executive Director	\$36,000	\$32,716	2023
Sanger Education Foundation Inc	TX	\$370,741	Executive Dir.	\$46,000	\$41,315	2024
Alabama B'nai B'rith Hillel Foundation	AL	\$369,891	Director	\$99,273	\$96,295	2024
Florence Bernard - Alta Miller	MD	\$368,118	Trustee	\$54,899	\$46,083	2024
If Given A Chance	CA	\$382,130	Executive Director	\$69,658	\$54,007	2024
Carmel Clay Education Foundation	IN	\$367,192	Executive Director	\$82,352	\$80,278	2023
Ashby Legacy Fund	MN	\$365,388	President	\$24,000	\$21,293	2024
Foundation For Excellence In Long Term	PA	\$384,565	President & Ceo	\$45,420	\$40,668	2024
1000 Dreams Fund	DC	\$385,648	Ceo	\$9,460	\$7,454	2024
Pittsburgh Jewish Pre-kindergarten	PA	\$386,116	President	\$50,440	\$46,497	2023
Jem Inc	WI	\$387,644	President	\$30,000	\$28,131	2024
All Our Kids Inc Foundation	NE	\$388,200	President	\$6,369	\$6,151	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sustainable Tulsa Inc	OK	\$361,589	Executive Dir.	\$103,188	\$102,019	2024
Thrive In Joy Nick Fagnano Foundation	CA	\$388,522	Executive Dir.	\$54,000	\$41,867	2024
Kentucky Engineering Foundationinc	KY	\$360,898	Executive Di	\$4,532	\$4,259	2025
Edwin J Gregson Foundation	CA	\$389,830	Secretary	\$25,000	\$19,383	2024
Sullivan Scholars Foundation	OH	\$389,841	Secretary	\$56,466	\$53,698	2024
Brian M Anselmo Memorial	MO	\$359,794	Executive Di	\$79,992	\$78,318	2023
Public Relations Society Of	NY	\$359,503	Cfo	\$57,668	\$46,788	2024
Tracy Andrus Foundation	TX	\$359,271	President & Ceo	\$67,500	\$62,416	2023
Wonderfolk	OR	\$357,451	Executive Director	\$65,000	\$55,799	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	230 organizations. Compensation range \$1–\$308,538; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$374,915); for reference, expenses \$388,106 and assets \$463,646.
ROLE MATCH	Dorothy Biard, reported title <i>"EMERITUS - FOUNDING MEMBER"</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 61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	56 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	73 rd

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 (Dorothy Biard) 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 10, 2026, comparing compensation against 230 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,470 is reasonable (approximately the 56th 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 10, 2026.