

This analysis benchmarks the total compensation of **Gregory Allen, Executive Director / CEO** (\$127,500) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

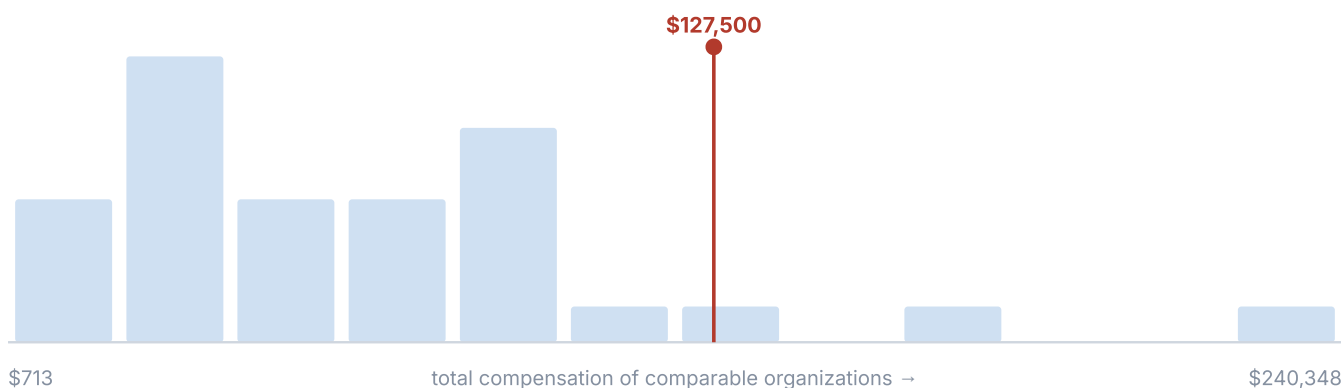
**Benchmarked executive:** Gregory Allen — reported title “International Consultant”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (Q20).
- BUDGET** Total revenue between \$190,598 and \$426,714 — 0.67x to 1.50x the subject's \$284,476 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (Q20), nationwide + budget 0.67–1.5x revenue.

**30** organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,671	\$27,604	\$47,039	\$91,557	\$121,751	\$127,500
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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 FL 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="#">Tulsa Global Alliance</a>	OK	\$283,856	Executive Director	\$36,755	<b>\$43,082</b>	2024
<a href="#">Gulf Coast Citizen Diplomacy Council Inc</a>	FL	\$291,084	Executive Director	\$70,965	<b>\$70,965</b>	2024
<a href="#">Macgillivray Freeman Films Educational</a>	CA	\$275,528	Co-executive Director	\$16,500	<b>\$15,167</b>	2024
<a href="#">Interfaith Peace Builders</a>	DC	\$293,845	Managing Director (Thru 11/22)	\$78,218	<b>\$75,222</b>	2023
<a href="#">Manhattan His Association</a>	KS	\$265,413	Executive Director/secretary	\$65,500	<b>\$73,384</b>	2025
<a href="#">The Fountain For The Natural</a>	OR	\$322,044	President	\$700	<b>\$713</b>	2023
<a href="#">Japan-american Society</a>	OH	\$325,902	Executive Di	\$30,227	<b>\$33,201</b>	2025
<a href="#">Japan America Society Of Colorado</a>	CO	\$326,000	Executive Director	\$91,264	<b>\$93,154</b>	2024
<a href="#">Identity Mission</a>	NC	\$326,517	President	\$24,470	<b>\$27,710</b>	2023
<a href="#">Osgood Center For International Studies</a>	DC	\$241,075	President	\$75,000	<b>\$72,128</b>	2023
<a href="#">Santa Cruz Breakers Inc</a>	CA	\$238,817	Board Member	\$30,000	<b>\$26,865</b>	2025
<a href="#">Damou Christian Mission Inc</a>	IN	\$236,641	Field Director	\$22,300	<b>\$25,773</b>	2023
<a href="#">Love Must Act Inc</a>	KY	\$335,584	President	\$25,500	<b>\$29,163</b>	2024
<a href="#">Oxford Consortium For Human Rights Inc</a>	CT	\$232,113	Treasurer (Former)	\$10,000	<b>\$9,981</b>	2024
<a href="#">Inside The Middle East Inc</a>	MD	\$230,928	President	\$15,350	<b>\$15,727</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Hyogo Business &amp; Cultural Center</a>	WA	\$225,136	Executive Director	\$107,805	<b>\$100,094</b>	2025
<a href="#">Aice Inc</a>	MD	\$223,203	Executive Director	\$166,818	<b>\$166,016</b>	2024
<a href="#">The Tamarindo Foundation Inc</a>	IN	\$346,182	Executive Director	\$120,753	<b>\$135,552</b>	2024
<a href="#">Blossoming Rose</a>	MI	\$219,965	President	\$45,970	<b>\$50,508</b>	2024
<a href="#">Global Philadelphia Associaton Inc</a>	PA	\$349,036	President	\$110,000	<b>\$120,218</b>	2023
<a href="#">Amigos De Seattle</a>	WA	\$218,826	Executive Director	\$34,599	<b>\$32,974</b>	2024
<a href="#">Canvas U S</a>	DC	\$215,050	Executive Director	\$28,666	<b>\$27,569</b>	2023
<a href="#">New Story Leadership Inc</a>	MD	\$211,883	Executive Director	\$92,333	<b>\$91,889</b>	2024
<a href="#">Metro Justice Of Rochester Inc</a>	NY	\$206,531	Lead Organizer	\$44,862	<b>\$43,153</b>	2024
<a href="#">Global Citizenship Alliance</a>	OR	\$202,768	President & Ceo	\$23,661	<b>\$24,081</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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>30</b> organizations. Compensation range \$713–\$240,348; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$284,476); for reference, expenses \$279,321 and assets \$59,771.
ROLE MATCH	Gregory Allen, reported title <i>"International Consultant"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**RELATED-ORG PAY** 1 peer 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	90 <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 (Gregory Allen) 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 30 similarly situated organizations (Same NTEE sector (Q20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$127,500 is reasonable (approximately the 90<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.