

# Global Ecolabelling Network Inc

Executive Director / CEO

EIN 521979616

MD · NTEE S50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kate Harris, Executive Director / CEO** (\$98,089) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

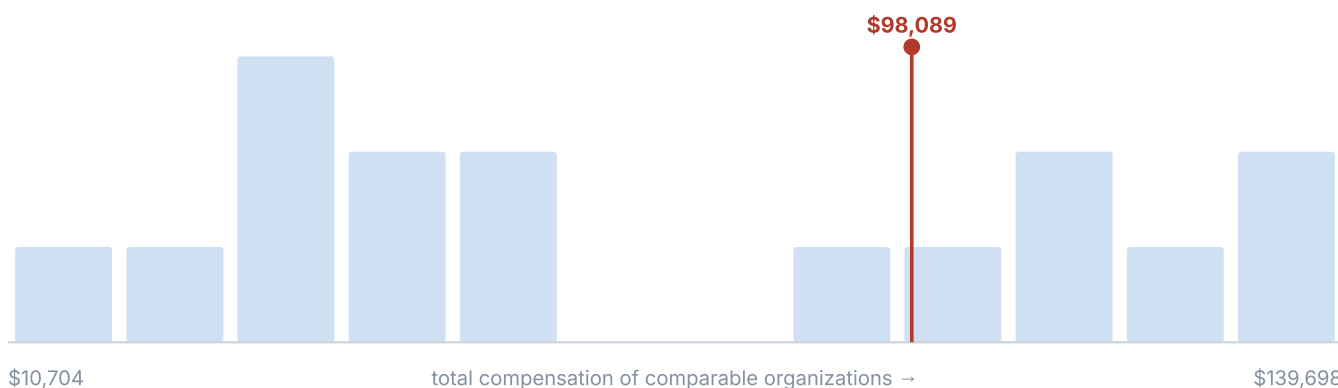
**Benchmarked executive:** Kate Harris — reported title “GEN SECRETARIAT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S50).
BUDGET	Total revenue between \$184,698 and \$413,505 — 0.67x to 1.50x the subject's \$275,670 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S50), nationwide + budget 0.67–1.5x revenue.

**16** organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$31,602	\$35,528	\$59,132	\$114,095	\$126,818	\$98,089
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 63RD
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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
<a href="#">Central Florida Realty Investors</a>	FL	\$289,984	Executive Director	\$122,988	<b>\$120,036</b>	2024
<a href="#">Meliora Partners Inc</a>	IA	\$296,891	Executive Director	\$24,000	<b>\$29,261</b>	2022
<a href="#">Next Step Storm Inc</a>	IN	\$300,151	Construction Sp	\$52,200	<b>\$57,191</b>	2024
<a href="#">Natural High</a>	CA	\$300,687	Executive Director	\$155,717	<b>\$139,698</b>	2024
<a href="#">Metrowest Nonprofit Network Inc</a>	MA	\$248,673	Executive Director (Effective July)	\$35,313	<b>\$33,942</b>	2023
<a href="#">Sdc Services Corp</a>	CO	\$307,574	President Secretary	\$102,957	<b>\$102,567</b>	2024
<a href="#">Leadership Council For Nonprofits</a>	OH	\$313,975	Executive Director	\$100,000	<b>\$113,290</b>	2023
<a href="#">Wls Building Company</a>	MN	\$315,484	School Director	\$10,128	<b>\$10,704</b>	2023
<a href="#">The Center For Social Creativity</a>	CO	\$232,758	Executive Director	\$51,458	<b>\$51,264</b>	2024
<a href="#">Community Healthcare Foundation Inc</a>	MO	\$227,991	Ceo	\$31,494	<b>\$35,679</b>	2023
<a href="#">Community Conscience</a>	CA	\$337,609	Executive Di	\$56,608	<b>\$50,785</b>	2024
<a href="#">Deep Roots Research</a>	SC	\$200,776	Executive Director	\$86,270	<b>\$93,505</b>	2024
<a href="#">Hope Manifest Inc</a>	AL	\$187,185	Executive Director	\$115,615	<b>\$133,600</b>	2023
<a href="#">Peoplecare Center For Nonprofits Inc</a>	NJ	\$383,668	Executive Director	\$65,838	<b>\$61,072</b>	2024
<a href="#">Indian Country Grassroots Support</a>	NM	\$395,484	Executive Di	\$104,264	<b>\$116,509</b>	2024
<a href="#">District 742 Local Education Activities</a>	MN	\$404,292	Executive Director	\$33,186	<b>\$35,075</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

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**PEER COUNT** 16 organizations. Compensation range \$10,704–\$139,698; filing years 2022–2024.

**SIZE BASIS** Matched on total revenue (\$275,670); for reference, expenses \$285,136 and assets \$534,088.

**ROLE MATCH** Kate Harris, reported title "*GEN SECRETARIAT*", 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	56 <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

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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 (Kate Harris) 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 16 similarly situated organizations (Same NTEE sector (S50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,089 is reasonable (approximately the 63<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.