

Consortium For Global Education Inc

Executive Director / CEO

EIN 582379215
 GA · NTEE Q220
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Dr Carolyn Bishop, Executive Director / CEO** (\$134,073) against **every comparable organization** that fit the selection criteria — **681** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

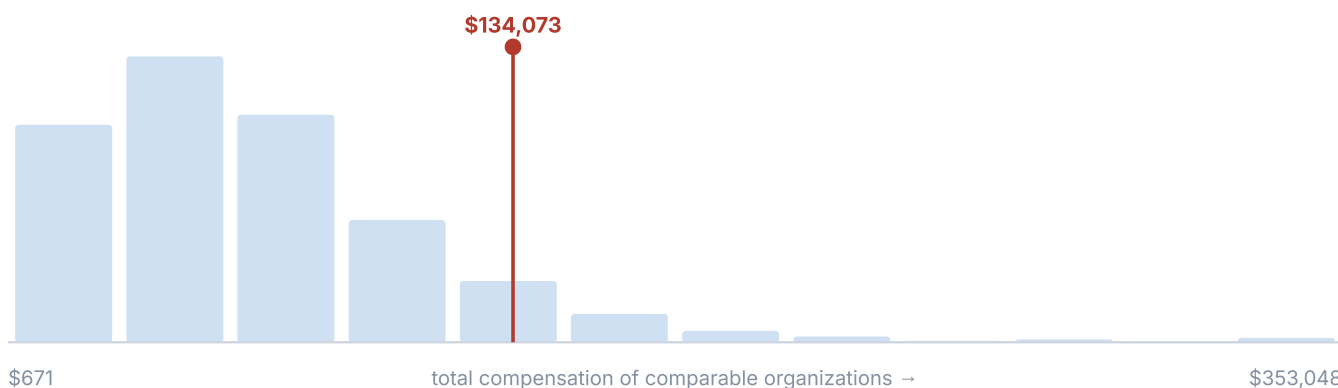
Benchmarked executive: Dr Carolyn Bishop — reported title “PRESIDENT, EX-OFFICIO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (Q220).
- BUDGET** Total revenue between \$332,711 and \$744,876 — 0.67x to 1.50x the subject's \$496,584 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

681 organizations qualified on sector, size, and geography → **681** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,713	\$32,607	\$57,444	\$88,392	\$123,014	\$134,073
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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 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
Kids Play International Inc	UT	\$497,148	Former Cftreasurerdirector	\$9,000	\$8,898	2024
Children Of Uganda	WV	\$495,995	Executive Di	\$83,479	\$89,893	2023
Women Cross Dmz	CA	\$497,565	Executive Director To 12/31	\$118,043	\$95,928	2025
Action Kivu Inc	CA	\$497,688	Exec Dir & Secr	\$2,800	\$2,336	2024
Project Pearls Usa Inc	CA	\$497,737	Executive Director	\$67,340	\$56,172	2024
American Friends Of Thorat Chajm Inc	NY	\$495,174	President	\$14,025	\$12,243	2024
Tanzania Health Partnership	MN	\$494,943	Executive Director	\$94,629	\$90,326	2024
Luz De Vida	CO	\$499,385	President/ce	\$48,000	\$44,462	2024
Physicians For Peace	VA	\$499,826	Ceo (Thru 9/24)	\$162,927	\$148,049	2025
Jewish Home Lifecare Community Services	NY	\$499,907	President And Ceo	\$61,538	\$55,304	2023
Tanzania Wesley Education Foundation	TN	\$493,248	Executive Director	\$92,107	\$93,526	2024
Hero Women Rising Inc	NM	\$500,043	Executive Director	\$45,684	\$47,465	2024
War Child Usa Inc	NY	\$492,916	Board Member/president	\$30,000	\$26,187	2024
Concentric Development Inc	NC	\$492,816	President/secretary	\$260,969	\$260,486	2024
Kingdom Home	WA	\$492,692	Director	\$40,583	\$35,100	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Project Connect Inc	TN	\$491,983	President (Thru 10/2024)	\$77,366	\$78,558	2024
Beehive Global Inc	NC	\$491,957	Executive Director	\$32,500	\$33,398	2023
Up Global Inc	KS	\$501,549	President	\$62,390	\$65,111	2024
Little Samaritan Mission	FL	\$491,116	President	\$53,000	\$48,097	2024
The City College Auxiliary Enterprises	NY	\$490,918	Treasurer	\$111,908	\$100,572	2023
The Children's Mission	CA	\$502,446	U.s. Director	\$41,665	\$33,859	2025
Andando Foundation	OR	\$490,653	Executive Director	\$59,325	\$51,849	2025
Japan America Society Of Oregon	OR	\$490,048	Executive Director	\$103,108	\$92,498	2024
Alliance Francaise De Detroit-french Institute Of Michigan	MI	\$503,628	Executive Director	\$38,930	\$37,816	2025
Habibi International	CA	\$489,405	Ceo	\$21,121	\$17,618	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 2023 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 **681** organizations. Compensation range \$671–\$353,048; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$496,584); for reference, expenses \$538,313 and assets \$211,582.

ROLE MATCH	Dr Carolyn Bishop, reported title " <i>PRESIDENT, EX-OFFICIO</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	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	92 nd
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	90 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 (Dr Carolyn Bishop) 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 13, 2026, comparing compensation against 681 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$134,073 is reasonable (approximately the 92nd 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 13, 2026.