

# Global Social Services

Executive Director / CEO

EIN 800882709

OH · NTEE A20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Daahir Omar, Executive Director / CEO** (\$3,150) against **every comparable organization** that fit the selection criteria — **291** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

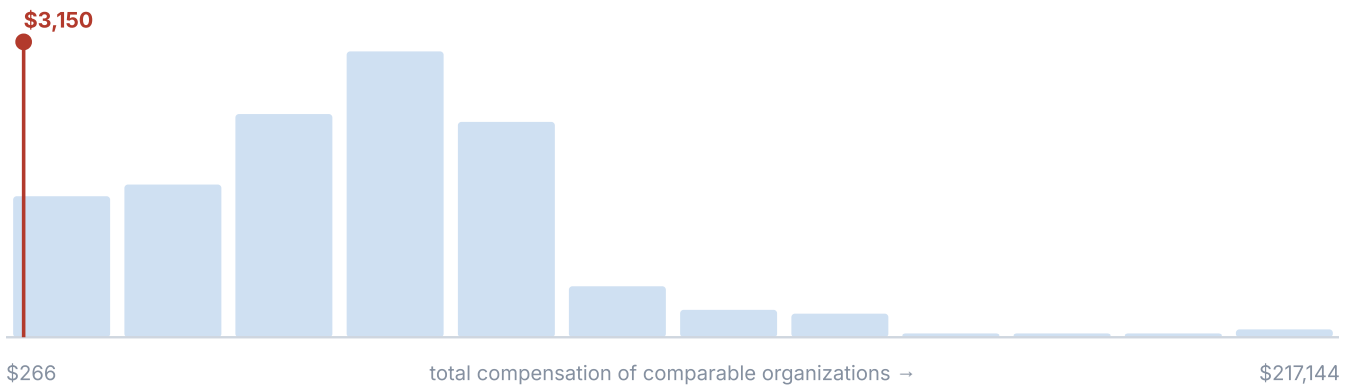
**Benchmarked executive:** Daahir Omar — reported title “Chairman of the Board”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$329,206 and \$737,029 — 0.67x to 1.50x the subject's \$491,353 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

**291** organizations qualified on sector, size, and geography → **291** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,979	\$34,533	\$57,858	\$75,695	\$91,252	\$3,150
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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 OH 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="#">Hyde Park Jazz Festival</a>	IL	\$490,212	Executive Director	\$70,000	<b>\$64,975</b>	2024
<a href="#">Tulsa Glass Blowing Studio Inc</a>	OK	\$492,597	Executive Director	\$75,459	<b>\$78,450</b>	2024
<a href="#">Odunde Inc</a>	PA	\$493,610	Executive Dir.	\$85,000	<b>\$80,031</b>	2024
<a href="#">Hagood Mill Foundation</a>	SC	\$488,532	Executive Di	\$62,400	<b>\$61,463</b>	2024
<a href="#">Bluebird Cultural Initiative</a>	NE	\$495,819	Executive Dir.	\$60,000	<b>\$60,929</b>	2024
<a href="#">18th Street Casa De Cultura Nfp</a>	IL	\$498,198	Co-director	\$14,400	<b>\$13,366</b>	2024
<a href="#">Media Art Xploration Inc</a>	NY	\$484,096	Director	\$52,000	<b>\$45,675</b>	2023
<a href="#">Christian Youth Theater Portland Vancouver</a>	OR	\$498,695	Managing Director - Bod Member	\$49,665	<b>\$44,832</b>	2023
<a href="#">Hudson River Music Hall Productions Inc</a>	NY	\$483,329	Managing Director	\$60,000	<b>\$51,190</b>	2024
<a href="#">Asociacion Acirc Corp</a>	PR	\$499,521	Executive Director	\$72,148	<b>\$72,148</b>	2024
<a href="#">Lions &amp; Rabbits Center For The Arts</a>	MI	\$500,162	President/executive Direct	\$50,000	<b>\$50,165</b>	2023
<a href="#">Montez Press Arts Inc</a>	NY	\$479,513	Ex-officio Board Mem	\$75,532	<b>\$64,441</b>	2024
<a href="#">Columbia Festival Inc</a>	MD	\$478,660	Managing Director	\$60,394	<b>\$53,309</b>	2024
<a href="#">Luminaria</a>	TX	\$478,477	Executive Dir.	\$73,172	<b>\$71,148</b>	2023
<a href="#">Good Shepherd Radio Inc</a>	IN	\$478,421	President	\$79,156	<b>\$81,140</b>	2023
<a href="#">Comunidad Y Herencia Cultural</a>	OR	\$505,488	Executive Dir.	\$48,000	<b>\$42,086</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Oregon Center For Contemporary Art Inc</a>	OR	\$505,715	Executive Director	\$96,321	<b>\$86,948</b>	2023
<a href="#">Colab Arts Inc</a>	NJ	\$476,703	Producing Di	\$59,615	<b>\$48,958</b>	2025
<a href="#">George A Spiva Center For The Arts</a>	MO	\$506,005	Director	\$93,462	<b>\$93,462</b>	2024
<a href="#">Sacred Dance Foundation</a>	CA	\$507,567	President	\$27,176	<b>\$22,156</b>	2024
<a href="#">Unity Earth Inc</a>	NY	\$473,855	Treasurer & C.f.o.	\$33,750	<b>\$29,645</b>	2023
<a href="#">Push Dance Company</a>	CA	\$472,448	Ceo	\$56,996	<b>\$46,467</b>	2024
<a href="#">Southington Community</a>	CT	\$471,460	Executive Di	\$68,600	<b>\$60,728</b>	2024
<a href="#">Boulder Dance Coalition</a>	CO	\$512,408	Manager	\$45,000	<b>\$40,740</b>	2024
<a href="#">Professional Numismatists Guild Inc</a>	CA	\$468,503	Executive Director	\$83,948	<b>\$68,441</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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** 291 organizations. Compensation range \$266–\$217,144; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$491,353); for reference, expenses \$484,668 and assets \$6,685.

**ROLE MATCH** Daahir Omar, reported title "*Chairman of the Board*", 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** 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 5 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Daahir Omar) 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 291 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,150 is reasonable (approximately the 3<sup>rd</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 10, 2026.