

Glover Park Alliance

Executive Director / CEO

EIN 834567396

DC · NTEE S99

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Kate Dean, Executive Director / CEO** (\$92,942) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

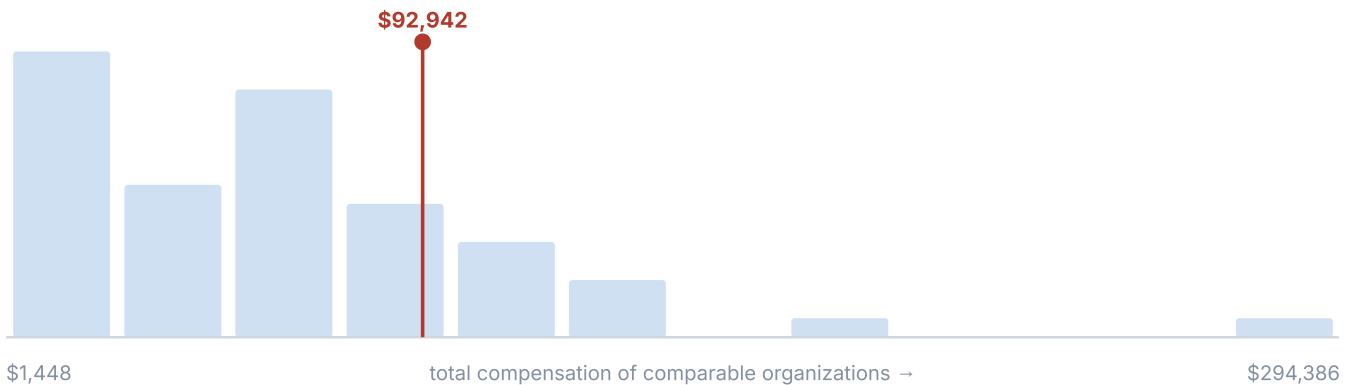
Benchmarked executive: Kate Dean — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S99).
BUDGET	Total revenue between \$152,279 and \$340,924 — 0.67x to 1.50x the subject's \$227,283 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,408	\$23,284	\$54,872	\$84,121	\$115,906	\$92,942
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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 DC 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
The Freedom Foundation Of Minnesota	MN	\$225,040	Ceo, Secretary, Treasurer	\$110,000	\$127,520	2023
Vermont Council Of Special Education	VT	\$223,586	Executive Dir.	\$26,000	\$29,053	2025
International Foundation For Cultural	CO	\$223,551	First Vp	\$6,500	\$7,103	2024
Roots & Dreams And Mustard Seeds Inc	MA	\$231,240	President, Co-director	\$44,044	\$45,102	2024
Plaza Terrace Mutual Housing	CT	\$235,418	Executive Director	\$31,395	\$34,535	2023
Friends Inc	AL	\$219,008	Executive Director	\$57,500	\$72,879	2023
The Hydrous	CA	\$238,045	Ceo	\$84,000	\$82,657	2024
Westside Rising	IL	\$212,744	Executive Dir.	\$44,872	\$50,271	2024
Habitat For Neighborhood Business	MO	\$209,384	Executive Director	\$26,250	\$31,683	2024
Takotna Community Association	AK	\$208,523	Secretary	\$10,500	\$11,440	2024
Detroit Greenways Coalition	MI	\$207,038	Executive Director	\$50,000	\$60,548	2023
Buffalo Reuse Inc	NY	\$207,027	President	\$8,378	\$8,627	2024
Integrative Development Initiative	CA	\$205,875	2023 Cfo & Food Cycle Collective Co-coordinator	\$2,581	\$2,615	2023
Community Alliance For Jewish-affiliated Cemeteries Inc	NY	\$249,041	Ceo	\$141,282	\$145,484	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kulaiwi Land Trust	HI	\$205,010	Interim Executive Director-ceo	\$18,750	\$19,695	2023
Indiana Community Development	IN	\$250,264	Treasurer - Director	\$70,249	\$84,421	2024
Built2last Innovations Lab Inc	NC	\$203,953	Executive Director	\$119,439	\$144,790	2023
Societa Mutuo Socorso Enrico Caruso In Manville Ri	RI	\$202,411	Treasurer	\$6,300	\$7,087	2023
Citizens4community	OR	\$200,555	Executive Director	\$78,056	\$82,604	2024
Venture Carolina	SC	\$199,622	Executive Director	\$5,400	\$6,420	2024
Rebuilding Together Central Alabama	AL	\$195,730	Executive Director	\$65,000	\$80,022	2024
Leadmo	MO	\$194,877	Executive Director	\$39,229	\$47,348	2024
Enterprise Development & Management Corp	IN	\$194,491	Board Member	\$3,600	\$4,454	2023
Harvard Townhouse Inc	NE	\$262,230	Executive Director	\$21,014	\$25,756	2024
Foundation For Community Driven Innovation Inc	FL	\$264,104	Executive Director	\$21,750	\$23,284	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **53** organizations. Compensation range \$1,448–\$294,386; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$227,283); for reference, expenses \$222,841 and assets \$18,482.

ROLE MATCH	Kate Dean, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	81 st
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	72 nd

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 (Kate Dean) 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 53 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,942 is reasonable (approximately the 81st 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.