

# Global Unites Inc

Executive Director / CEO

EIN 883879680

MA · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **P De Visser, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **382** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

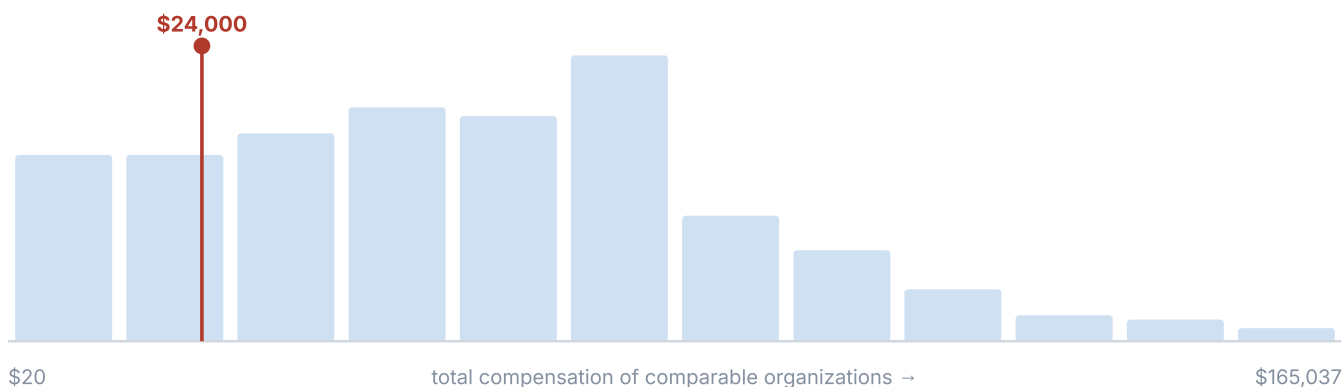
**Benchmarked executive:** P De Visser — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$141,447 and \$316,672 — 0.67x to 1.50x the subject's \$211,115 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**382** organizations qualified on sector, size, and geography → **382** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,845	\$29,869	\$55,433	\$77,563	\$99,862	\$24,000
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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 MA 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="#">Gift4s Giving Individuals The</a>	TX	\$211,333	Executive Dir.	\$50,000	<b>\$55,658</b>	2024
<a href="#">Colors Plus</a>	OH	\$211,438	President	\$43,125	<b>\$50,829</b>	2024
<a href="#">Helping Our People Eat</a>	CA	\$210,750	Ceo	\$18,626	<b>\$17,898</b>	2024
<a href="#">805 Mustangs Llc</a>	CA	\$211,639	President	\$72,000	<b>\$69,187</b>	2024
<a href="#">P-town Car Club Inc</a>	IL	\$210,562	Executive Director	\$130,680	<b>\$147,191</b>	2023
<a href="#">I Am Empowering The Next Generation Inc</a>	LA	\$211,685	Executive Director	\$64,000	<b>\$80,740</b>	2023
<a href="#">Girls On The Run Of Wnc Inc</a>	NC	\$210,221	Executive Dir.	\$45,001	<b>\$51,744</b>	2024
<a href="#">Achla Alianza Chicana Hisp Lat Amer Alli</a>	MN	\$209,950	Executive Dir.	\$58,666	<b>\$64,509</b>	2024
<a href="#">On Mission Martial Arts Inc</a>	FL	\$209,821	President	\$57,100	<b>\$59,693</b>	2024
<a href="#">Boys To Men Mentoring Network Of</a>	HI	\$212,456	Secretary	\$60,661	<b>\$60,438</b>	2024
<a href="#">Raceway Gives Foundation</a>	IL	\$212,544	Director	\$31,500	<b>\$34,462</b>	2024
<a href="#">Building Mosaics Solutions Inc</a>	MD	\$212,650	Officer	\$111,716	<b>\$116,228</b>	2024
<a href="#">Promise Youth Development Inc</a>	NC	\$209,535	Executive Director	\$73,749	<b>\$87,304</b>	2023
<a href="#">Ann Arbor A's Travel Baseball</a>	MI	\$212,922	President	\$54,855	<b>\$64,868</b>	2023
<a href="#">Sasc</a>	CA	\$213,204	Secretary	\$6,575	<b>\$6,318</b>	2024
<a href="#">Children Of Promise Mentoring</a>	IA	\$213,274	Officer	\$101,792	<b>\$124,030</b>	2024
<a href="#">The Askinosie Foundation</a>	MO	\$208,946	Executive Di	\$39,771	<b>\$48,261</b>	2023
<a href="#">Re Coded Co</a>	NY	\$208,688	Ceo	\$122,316	<b>\$119,827</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ace Project Inc</a>	KY	\$208,639	Executive Director	\$50,000	<b>\$59,779</b>	2024
<a href="#">The E3 Robotics Center Inc</a>	IN	\$213,698	Executive Di	\$66,000	<b>\$79,741</b>	2023
<a href="#">318 Foundation Inc</a>	MD	\$213,987	President &	\$85,000	<b>\$88,433</b>	2024
<a href="#">10-10 Academy</a>	CA	\$207,742	Secretary	\$53,403	<b>\$49,993</b>	2025
<a href="#">Our Footsteps</a>	TX	\$214,656	Director	\$28,100	<b>\$32,204</b>	2023
<a href="#">Central Area Youth League Inc</a>	LA	\$206,813	League Commissioner	\$9,000	<b>\$11,354</b>	2023
<a href="#">Rockland Youth Empowerment Center</a>	NY	\$215,460	Ceo	\$15,510	<b>\$15,596</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	382 organizations. Compensation range \$20–\$165,037; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$211,115); for reference, expenses \$191,142 and assets \$34,121.
ROLE MATCH	P De Visser, reported title " <i>PRESIDENT</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	3 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	20 <sup>th</sup>
All sources (D + E + F), adjusted	19 <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 (P De Visser) 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 382 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 19<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.