

Eudora Schools Foundation Inc

Executive Director / CEO

EIN 030557553

KS · NTEE B12

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Shanda Hurla, Executive Director / CEO** (\$41,359) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B12).

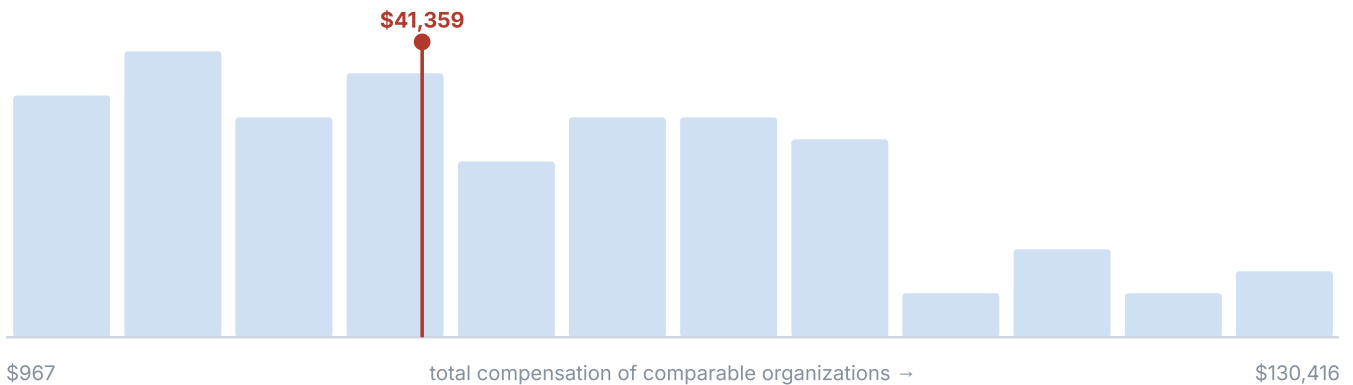
BUDGET Total revenue between \$204,752 and \$458,400 — 0.67x to 1.50x the subject's \$305,600 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B12), nationwide + budget 0.67–1.5x revenue.

94 organizations qualified on sector, size, and geography

→ **94** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,646	\$23,183	\$46,856	\$70,755	\$94,496	\$41,359
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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 KS 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 Parents' Campaign	MS	\$307,104	Sec/treas/exec Director	\$117,673	\$128,200	2023
Inclusive Education Project	CA	\$302,917	Executive Dir.	\$86,584	\$71,037	2024
Advanced Home School Education Inc	CA	\$309,375	Treasurer	\$96,750	\$79,377	2024
Cg Jung Foundation For Analytical	NY	\$297,880	Executive Di	\$101,331	\$84,756	2025
Public School Funding Alliance	WA	\$297,734	Executive Director	\$7,698	\$6,549	2024
Activate School Fundraising Inc	GA	\$294,899	President	\$34,075	\$33,515	2023
Goddard Education Foundation	KS	\$292,521	Executive Di	\$64,841	\$68,522	2023
South Carolina Virtual Education	SC	\$286,962	Executive Di	\$30,800	\$31,431	2023
African Conservation Centre Us	CO	\$325,707	Scrty/execut	\$39,600	\$36,078	2024
Solar Toledo Neighborhood Foundation	OH	\$282,862	Secretary/treasurer	\$60,259	\$62,431	2023
San Joaquin County Office Of Education	CA	\$328,568	President	\$76,113	\$60,836	2025
Shriners International Education	FL	\$282,452	Assistant Secretary	\$47,371	\$42,282	2024
Delaware County By5 Early Childhood	IN	\$330,791	Executive Di	\$95,568	\$95,756	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Party In The Pines Foundation	TX	\$279,964	Secretary	\$10,000	\$9,505	2024
Friends Of The Scarsdale Library	NY	\$279,836	Treasurer	\$4,830	\$4,040	2025
Cong Yeshivas Bais Yitzchok Inc	NJ	\$278,574	President	\$14,400	\$12,216	2024
Elements Montessori School Inc	MA	\$277,304	President, Treasurer & Clerk	\$54,000	\$46,105	2024
Associated Builders And Contractors	LA	\$334,677	Executive Director	\$33,959	\$36,578	2023
Walk N Rollers	CA	\$334,697	Executive Director	\$101,269	\$83,085	2024
Sempere Quaere Verum Inc	MN	\$276,254	President	\$5,300	\$5,123	2023
Germantown Education Foundation	TN	\$274,516	Executive Director	\$70,000	\$69,910	2024
Daring Girls	CO	\$273,741	Executive Di	\$108,460	\$101,732	2023
Pamlico Partnership For Children Inc	NC	\$342,286	Executive Director	\$58,650	\$59,279	2023
Native Nations Education Foundation	HI	\$268,809	Executive/project Director	\$72,100	\$61,333	2024
Boston Renaissance Charter Public School	MA	\$267,607	President	\$32,238	\$28,338	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS cost of living and 2025 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 KS 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	94 organizations. Compensation range \$967–\$130,416; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$305,600); for reference, expenses \$236,991 and assets \$326,169.
ROLE MATCH	Shanda Hurla, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 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	46 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	33 rd

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 (Shanda Hurla) 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 94 similarly situated organizations (Same NTEE sector (B12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,359 is reasonable (approximately the 46th 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.