

Shore Builders Association

Executive Director / CEO

EIN 210657209
 NJ · NTEE Z99
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Gina Mcnamara, Executive Director / CEO** (\$100,328) against **every comparable organization** that fit the selection criteria — **201** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

Benchmarked executive: Gina Mcnamara — reported title “DIRECTOR”, 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 (Z99).
BUDGET	Total revenue between \$239,490 and \$536,172 — 0.67x to 1.50x the subject's \$357,448 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

201 organizations qualified on sector, size, and geography → **201** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$13,291	\$31,551	\$65,606	\$93,799	\$138,603	\$100,328
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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 NJ 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
Stage Center	LA	\$355,012	Executive Director	\$35,734	\$45,372	2023
Sky Mountain Wild Horse Sanctuary	NM	\$354,808	Executive Director	\$71,264	\$85,848	2024
Wa State Association Of Rsvp Directors	ID	\$360,710	Vp/business Mgn	\$10,000	\$11,915	2024
Friends Of Manito	WA	\$361,004	Executive Dir.	\$57,692	\$57,851	2024
San Diego County Dental Foundation	CA	\$361,587	Executive Director	\$82,500	\$79,789	2024
Friends Of 400 Foundation	AL	\$352,584	President/tr	\$25,000	\$31,143	2023
Care Fresno Inc	CA	\$362,423	Executive Dir.	\$62,555	\$58,940	2025
Breast Wishes Foundation	OH	\$351,875	Vice Chair/e	\$13,450	\$15,955	2024
Sacramento Housing Alliance	CA	\$364,510	Executive Director	\$89,550	\$86,607	2024
Heritage Private School Inc	OH	\$365,865	Administrator	\$6,000	\$7,118	2024
Prentis Family Support Foundation	MI	\$345,967	Treasurer	\$20,953	\$24,938	2023
Compasspoint Mentorship	CA	\$345,937	Executive Director	\$70,000	\$69,700	2023
Independence Pass Foundation	CO	\$345,874	Executive Director	\$119,602	\$132,243	2023
Lutheran Housing Corporation Of Oil City	PA	\$345,585	Chief Executive Officer	\$39,302	\$45,194	2023
Ricrack Inc	LA	\$345,417	Executive Dir.	\$15,385	\$18,974	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Va'ad Harabanim Of Greater Seattle	WA	\$369,517	Secretary	\$66,486	\$66,670	2024
The Icla Da Silva	TX	\$371,643	President	\$182,529	\$204,500	2024
Cooperwood Equine Rescue	NJ	\$372,075	Trustee	\$91,690	\$91,690	2024
Court Appointed Special Advocates Of	TX	\$372,427	Executive Director	\$46,110	\$51,660	2024
Washington Association Of Criminal Defense Lawyers	WA	\$342,213	Executive Director	\$104,980	\$108,380	2023
Save The Great South Bay Inc	NY	\$373,188	Executive Director	\$108,461	\$109,771	2024
Zen Hospice Project	CA	\$341,218	Executive Dir.	\$143,380	\$138,669	2024
Light Of The Rockies Christian Counseling Center	CO	\$341,083	Executive Director	\$7,380	\$7,926	2024
Big Sister League Residency Inc	CA	\$340,583	Executive Dir.	\$35,490	\$35,337	2023
Warrior Food Project Inc	FL	\$339,722	President	\$78,500	\$82,596	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 201 organizations. Compensation range \$47–\$536,506; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$357,448); for reference, expenses \$358,865 and assets \$385,667.

ROLE MATCH	Gina Mcnamara, reported title " <i>DIRECTOR</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	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	79 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	65 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 (Gina Mcnamara) 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 201 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,328 is reasonable (approximately the 79th 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.