

# Kitty Bungalow

Executive Director / CEO

EIN 271297223

CA · NTEE B90

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alma Vera-lima, Executive Director / CEO** (\$69,315) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Alma Vera-lima — reported title “EXECUTIVE DIR.(FROM 5/23 TO 9/23)”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

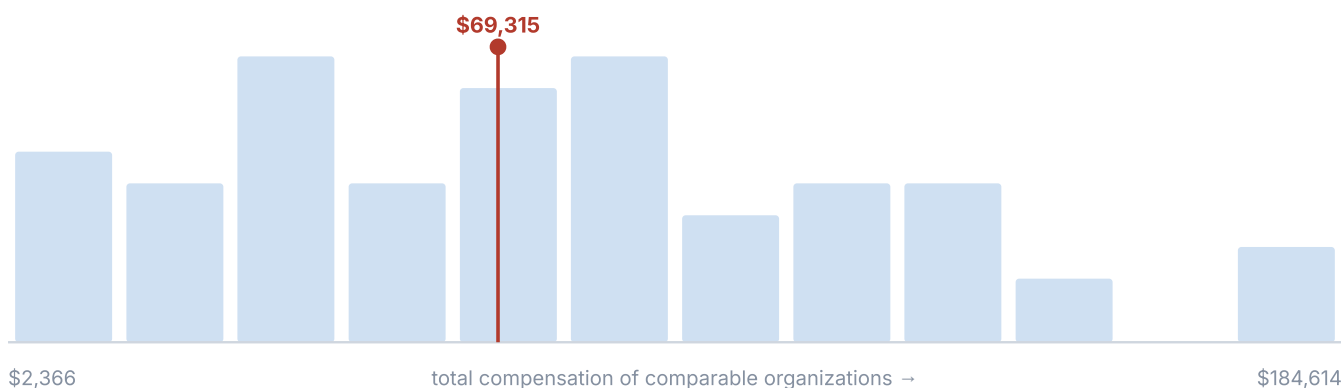
**SECTOR** Organizations sharing the subject's NTEE classification (B90).

**BUDGET** Total revenue between \$333,633 and \$746,940 — 0.67x to 1.50x the subject's \$497,960 (the band tightens as size grows).

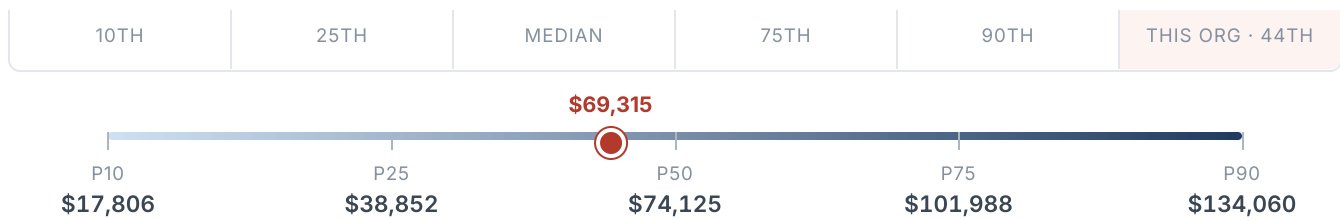
**GEOGRAPHY** Same NTEE sector (B90) + CA + budget 0.67–1.5x revenue.

**61** organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,806	\$38,852	\$69,315	\$74,125	\$101,988	\$134,060	\$184,614
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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 CA 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="#">Blue Dot Education</a>	CA	\$504,424	Executive Director/ceo	\$13,270	<b>\$12,889</b>	2024
<a href="#">California Indian Education For All</a>	CA	\$505,690	Ceo	\$5,500	<b>\$5,342</b>	2024
<a href="#">Entrusted Legacy</a>	CA	\$514,260	Executive Dir.	\$44,000	<b>\$44,000</b>	2023
<a href="#">5g Expanded Learning Inc</a>	CA	\$518,329	Ceo/director	\$152,528	<b>\$152,528</b>	2023
<a href="#">Well Beyond Academics Inc</a>	CA	\$476,527	Ceo	\$83,865	<b>\$81,459</b>	2024
<a href="#">Hacker Dojo</a>	CA	\$466,493	Executive Director	\$100,000	<b>\$97,131</b>	2024
<a href="#">Cecilia Place Homes Inc</a>	CA	\$465,859	President	\$34,547	<b>\$33,556</b>	2024
<a href="#">Hannah Project Partnership For Academic Achievement</a>	CA	\$463,193	Execurive Director	\$78,000	<b>\$78,000</b>	2023
<a href="#">Jose Valdes Math Foundation</a>	CA	\$463,096	Executive Director	\$105,000	<b>\$101,988</b>	2024
<a href="#">Create Now Inc</a>	CA	\$533,527	Ceo	\$64,000	<b>\$62,164</b>	2024
<a href="#">Long Beach City College Auxiliary Inc</a>	CA	\$456,103	Director Bss	\$176,912	<b>\$176,912</b>	2023
<a href="#">Bounce Back Generation</a>	CA	\$539,956	President	\$120,888	<b>\$120,888</b>	2023
<a href="#">Children's Bureau Palmdale</a>	CA	\$540,741	President	\$33,035	<b>\$32,087</b>	2024
<a href="#">Givethx Inc</a>	CA	\$543,398	Executive Director & Member	\$132,750	<b>\$125,618</b>	2025
<a href="#">Young Athletes For Christ Inc</a>	CA	\$545,493	Ceo	\$72,000	<b>\$69,934</b>	2024
<a href="#">Squashdrive</a>	CA	\$549,021	Executive Di	\$144,687	<b>\$136,913</b>	2025
<a href="#">Moneta Gardens Improvement Inc</a>	CA	\$551,644	President & Ceo	\$40,500	<b>\$38,324</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wild Child Play Inc</a>	CA	\$558,216	Secretary	\$92,900	<b>\$90,235</b>	2024
<a href="#">Arm 4 Arm Foundation</a>	CA	\$559,836	President	\$37,500	<b>\$37,500</b>	2023
<a href="#">Family Promise Of Sacramento</a>	CA	\$562,147	Executive Director	\$94,500	<b>\$91,789</b>	2024
<a href="#">Southern California Soaring Academyinc</a>	CA	\$428,796	President	\$60,000	<b>\$60,000</b>	2023
<a href="#">Mission Education Projects Inc</a>	CA	\$567,465	Executive Director	\$124,800	<b>\$121,220</b>	2024
<a href="#">Magnolia Global Academy For Leaders</a>	CA	\$420,262	Executive Di	\$78,334	<b>\$74,125</b>	2025
<a href="#">Woven Learning And Technology</a>	CA	\$418,850	President	\$94,500	<b>\$91,789</b>	2024
<a href="#">California Consortium For Independent Study</a>	CA	\$587,134	President	\$2,500	<b>\$2,366</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	61 organizations. Compensation range \$2,366–\$184,614; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$497,960); for reference, expenses \$730,207 and assets \$1,111,511. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Alma Vera-lima, reported title <i>"EXECUTIVE DIR. (FROM 5/23 TO 9/23)"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**RELATED-ORG PAY** 4 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	39 <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 (Alma Vera-lima) 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 61 similarly situated organizations (Same NTEE sector (B90) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,315 is reasonable (approximately the 44<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.