

Macgillivray Freeman Films Educational

Executive Director / CEO

EIN 450495514
 CA · NTEE Q20
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Kathy Almon, Executive Director / CEO** (\$16,500) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

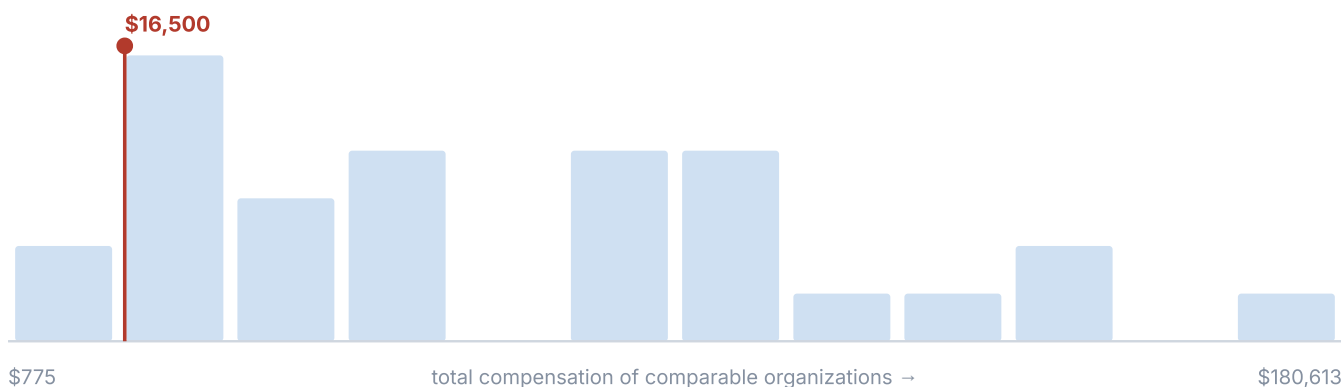
Benchmarked executive: Kathy Almon — reported title “CO-EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q20).
BUDGET	Total revenue between \$184,603 and \$413,292 — 0.67x to 1.50x the subject's \$275,528 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q20), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,472	\$30,108	\$51,175	\$100,312	\$133,165	\$16,500
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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
Tulsa Global Alliance	OK	\$283,856	Executive Director	\$36,755	\$46,870	2024
Idti Inc	FL	\$284,476	International Consultant	\$127,500	\$138,710	2024
Manhattan His Association	KS	\$265,413	Executive Director/secretary	\$65,500	\$79,836	2025
Gulf Coast Citizen Diplomacy Council Inc	FL	\$291,084	Executive Director	\$70,965	\$77,204	2024
Interfaith Peace Builders	DC	\$293,845	Managing Director (Thru 11/22)	\$78,218	\$81,836	2023
Osgood Center For International Studies	DC	\$241,075	President	\$75,000	\$78,469	2023
Santa Cruz Breakers Inc	CA	\$238,817	Board Member	\$30,000	\$29,227	2025
Damou Christian Mission Inc	IN	\$236,641	Field Director	\$22,300	\$28,039	2023
Oxford Consortium For Human Rights Inc	CT	\$232,113	Treasurer (Former)	\$10,000	\$10,858	2024
Inside The Middle East Inc	MD	\$230,928	President	\$15,350	\$17,110	2023
The Fountain For The Natural	OR	\$322,044	President	\$700	\$775	2023
Japan-american Society	OH	\$325,902	Executive Di	\$30,227	\$36,120	2025
The Hyogo Business & Cultural Center	WA	\$225,136	Executive Director	\$107,805	\$108,894	2025
Japan America Society Of Colorado	CO	\$326,000	Executive Director	\$91,264	\$101,344	2024
Identity Mission	NC	\$326,517	President	\$24,470	\$30,146	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Aice Inc	MD	\$223,203	Executive Director	\$166,818	\$180,613	2024
Blossoming Rose	MI	\$219,965	President	\$45,970	\$54,949	2024
Amigos De Seattle	WA	\$218,826	Executive Director	\$34,599	\$35,873	2024
Love Must Act Inc	KY	\$335,584	President	\$25,500	\$31,727	2024
Canvas U S	DC	\$215,050	Executive Director	\$28,666	\$29,992	2023
New Story Leadership Inc	MD	\$211,883	Executive Director	\$92,333	\$99,968	2024
Metro Justice Of Rochester Inc	NY	\$206,531	Lead Organizer	\$44,862	\$46,947	2024
The Tamarindo Foundation Inc	IN	\$346,182	Executive Director	\$120,753	\$147,471	2024
Global Citizenship Alliance	OR	\$202,768	President & Ceo	\$23,661	\$26,198	2023
Global Philadelphia Associaton Inc	PA	\$349,036	President	\$110,000	\$130,788	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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.

Sample, role match & sensitivity

PEER COUNT 28 organizations. Compensation range \$775–\$180,613; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$275,528); for reference, expenses \$1,209,151 and assets \$3,350,412. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Kathy Almon, reported title "*CO-EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	7 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	7 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 (Kathy Almon) 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 10, 2026, comparing compensation against 28 similarly situated organizations (Same NTEE sector (Q20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,500 is reasonable (approximately the 7th 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 10, 2026.