

Hermosa Beach Kiwanis Foundation

Executive Director / CEO

EIN 952542391
 CA · NTEE P20
 FY ending 2024-09-30
June 10, 2026

This analysis benchmarks the total compensation of **Cathy Mccurdy, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

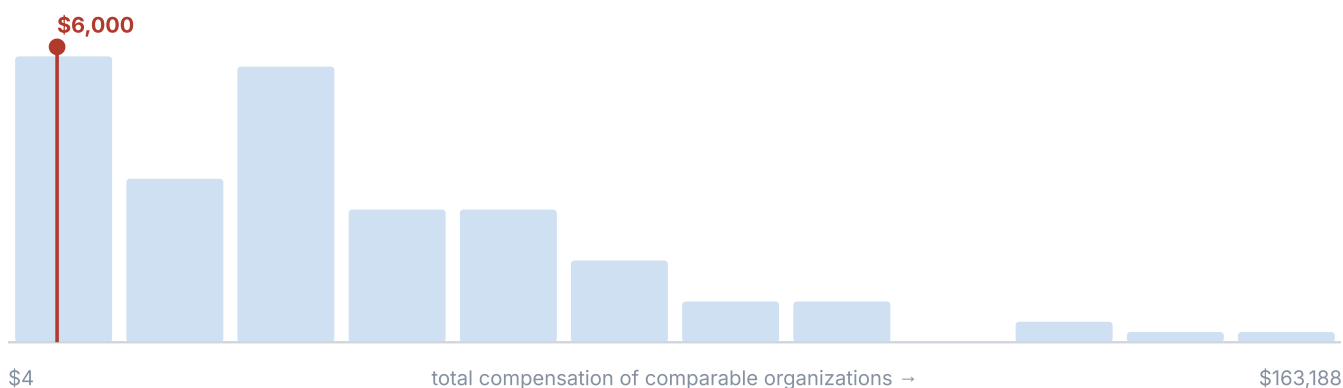
Benchmarked executive: Cathy Mccurdy — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$48,377 and \$108,307 — 0.67x to 1.50x the subject's \$72,205 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,100	\$17,843	\$34,243	\$60,782	\$81,767	\$6,000
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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 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
International Mission Center	MO	\$72,854	President	\$51,000	\$60,943	2025
Children Requiring A Caring Community	NC	\$73,080	Executive Direc	\$59,800	\$73,670	2023
Sequel Inc	SD	\$71,064	Executive Di	\$80,841	\$103,322	2024
Agua Es Vida	SC	\$73,901	Ceo	\$17,700	\$22,016	2023
Love The Child	TX	\$70,410	President	\$6,500	\$8,070	2022
Drake Community Development Inc	NC	\$70,334	President	\$22,305	\$26,690	2024
Family Promise Of Southwestern	PA	\$74,481	Executive Di	\$58,396	\$69,432	2023
Christian Outreach Training And Research Institute	CA	\$74,798	President/director	\$300	\$300	2024
La Crosse Area Veterans Mentor Program	WI	\$69,466	Operations Manager	\$16,790	\$20,307	2024
Tampa Bay Economic Prosperity Foundation	FL	\$75,000	President/ceo	\$59,083	\$64,278	2024
Wildcat Ultimate Frisbee	IL	\$69,396	President	\$7,590	\$8,896	2023
Stewartstown Area Senior Citizens Center Inc	PA	\$75,068	Director	\$34,580	\$39,935	2024
Greater Portland Economic Development	OR	\$75,085	Executive Director	\$36,591	\$40,514	2023
Freedom Sailing Camp Of Fl Inc	FL	\$75,281	Vice President	\$4,749	\$5,167	2024
Translational Testing And Training	GA	\$75,497	Interim Ceo	\$49,325	\$55,955	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Family Reaching Out Connecting And Supporting Inc	CO	\$68,721	President	\$37,373	\$42,727	2023
The Molly Ann Tango Memorial Foundation Inc	CT	\$75,863	Secretary	\$2,080	\$2,325	2023
Grace To Glory Discipleship Ministries Inc	SC	\$76,496	Assistant Director	\$37,000	\$46,022	2023
Community Connection Of Sauk Centre	MN	\$76,676	President	\$9,240	\$10,573	2024
Academic Technology And Wellness Academy	SC	\$76,695	Executive Director	\$29,500	\$35,641	2024
Quiet Storm Outreach Group Inc	AL	\$67,713	President	\$2,500	\$3,128	2024
Connecting Paths Pr Inc	PR	\$66,966	Employer	\$23,300	\$24,972	2022
Francis Foundation Inc	VT	\$66,407	Executive Director	\$115,126	\$134,194	2024
Im Young And Empowered Inc	NV	\$66,379	Secretary	\$31,800	\$38,004	2023
Mulberry Place Inc	AR	\$78,254	Executive Director	\$21,642	\$29,004	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 117 organizations. Compensation range \$4–\$163,188; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$72,205); for reference, expenses \$74,997 and assets \$176,740.

ROLE MATCH Cathy Mccurdy, reported title "*Director*"; 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	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	12 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	9 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 (Cathy Mccurdy) 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 117 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 12th 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.