

The Paul F Brandwein Institute Inc

Executive Director / CEO

EIN 134079668
 NY · NTEE C026
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **David Bavoso, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **349** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: David Bavoso — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C026).
BUDGET	Total revenue between \$112,258 and \$251,325 — 0.67x to 1.50x the subject's \$167,550 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

349 organizations qualified on sector, size, and geography → **349** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,752	\$27,563	\$52,597	\$78,924	\$103,913	\$40,000
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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 NY 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
Cape Coral Remade Inc	FL	\$167,283	Board Secretary	\$1,041	\$1,082	2024
Echoes Of Nature Inc	MD	\$166,672	Board Member	\$13,035	\$13,486	2024
Maine Mountain Collaborative	ME	\$166,384	Executive Director	\$94,500	\$104,719	2024
Pennsylvania Lake Management Society	PA	\$168,728	Executive Director	\$54,815	\$60,493	2024
Social Compassion	CA	\$169,226	President, Founder, Ceo	\$135,000	\$129,005	2024
Missouri Parks Association	MO	\$170,375	Executive Di	\$51,200	\$61,784	2023
San Bernardino Mountains Land Trust	CA	\$164,664	Secretary	\$70,958	\$69,810	2023
Foundation For Geauga Parks	OH	\$164,110	Executive Di	\$45,904	\$55,394	2023
Valley View Foundation	OH	\$171,060	Executive Director	\$68,533	\$80,328	2024
Ohio Forestry Association Foundation Inc	OH	\$171,122	Executive Director	\$2,550	\$3,077	2023
Upstream Watch	ME	\$163,974	Executive Director	\$63,000	\$69,813	2024
Recycle Livingston Inc	MI	\$171,560	Director	\$45,515	\$51,990	2024
Yew Mountain Center	WV	\$171,890	Executive Director	\$30,003	\$35,950	2024
Trees Atlanta Support Organization Inc	GA	\$172,000	Secretary	\$6,438	\$6,979	2025
Reshoring Initiative	FL	\$173,066	President	\$28,932	\$30,967	2023
Cherry Hills Land Preserve Inc	CO	\$173,076	Executive Director	\$58,333	\$63,728	2023
Westlake Aquatic Center Inc	MO	\$161,905	Staff	\$7,457	\$8,740	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Keep Colorado Springs Beautiful Inc	CO	\$173,551	Executive Director	\$62,875	\$64,999	2025
Coastal Bend Air Quality Partnership	TX	\$174,000	Executive Director	\$118,429	\$131,100	2024
Delaware Greenways Inc	DE	\$174,120	Executive Director	\$67,742	\$73,404	2024
Uc Green Inc	PA	\$160,945	Executive Di	\$70,309	\$75,593	2025
Tennessee Riverkeeper	AL	\$174,228	Executive Di	\$114,000	\$136,293	2024
Tahoma Audubon Society	WA	\$174,454	Executive Director	\$58,031	\$59,195	2023
El Rio De Los Reyes En Reedley	CA	\$174,718	Executive Dir.	\$112,429	\$107,437	2024
The Urban Wildlands Group Inc	CA	\$159,953	President	\$45,300	\$44,567	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	349 organizations. Compensation range \$555–\$456,987; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$167,550); for reference, expenses \$168,269 and assets \$646,193.
ROLE MATCH	David Bavoso, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	37 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	34 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 (David Bavoso) 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 349 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 37th 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.