

# Team Paradise Sailing Inc

Executive Director / CEO

EIN 202663905

FL · NTEE N67

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Susan Liljedahl, Executive Director / CEO** (\$40,200) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Susan Liljedahl — reported title "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 (N67).

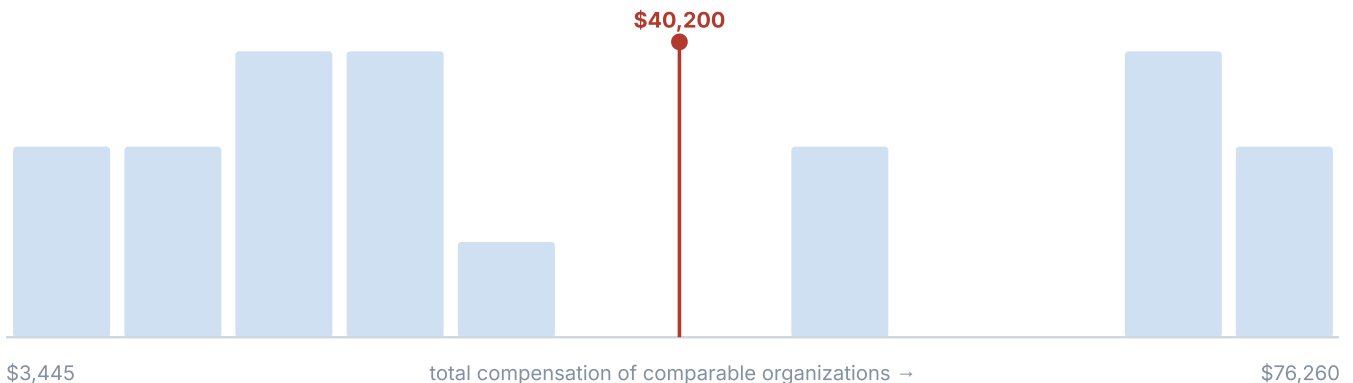
**BUDGET** Total revenue between \$85,205 and \$190,758 — 0.67x to 1.50x the subject's \$127,172 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N67), nationwide + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,506

\$16,534

\$26,684

\$61,736

\$70,633

**\$40,200**



## ■ 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 FL 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="#">Riddlewood Swim Club</a>	PA	\$123,046	Board Member	\$3,245	<b>\$3,445</b>	2024
<a href="#">Sand Springs Recreational Center</a>	MA	\$121,982	Executive Director	\$17,308	<b>\$17,045</b>	2023
<a href="#">Dr Charles Van Der Horst Water Safety Initiative</a>	NC	\$121,667	Program Director	\$14,877	<b>\$16,363</b>	2024
<a href="#">Chautauqua Lake Community Sailing</a>	NY	\$136,511	Instructor	\$66,000	<b>\$65,360</b>	2023
<a href="#">Competitive Wake Surf Assoc Inc</a>	VA	\$115,266	President	\$31,200	<b>\$33,015</b>	2023
<a href="#">Hawaii Surfing Production Corp</a>	HI	\$110,359	President	\$29,430	<b>\$27,325</b>	2025
<a href="#">Crown Point Swim Club Inc</a>	IN	\$154,502	Head Coach	\$58,300	<b>\$65,445</b>	2024
<a href="#">Genesee Rowing Club Inc</a>	NY	\$155,783	Director	\$27,790	<b>\$26,042</b>	2025
<a href="#">Plainfield Community Aquatics Inc</a>	IN	\$160,660	Executive Director	\$16,645	<b>\$18,203</b>	2025
<a href="#">Lake Charlevoix Mariners Inc</a>	MI	\$162,608	Director	\$9,000	<b>\$10,181</b>	2023
<a href="#">Union City Eagle Aquatic Club Corp</a>	NJ	\$91,573	President	\$13,741	<b>\$13,445</b>	2023
<a href="#">Dogsmile Adventures Inc</a>	ID	\$90,530	Executive Director	\$64,316	<b>\$72,830</b>	2024
<a href="#">Motor City Aquatics</a>	MI	\$178,155	Vice-president, Secretary	\$41,660	<b>\$47,125</b>	2023
<a href="#">Youngstown Junior Sailing Foundation Inc</a>	NY	\$179,120	Commodore	\$4,778	<b>\$4,596</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Gulf Coast Youth Sailing Association</a>	TX	\$179,142	Executive Director	\$65,450	<b>\$69,692</b>	2024
<a href="#">High Point Swim Club Inc</a>	NC	\$180,724	Ceo	\$20,992	<b>\$23,089</b>	2024
<a href="#">Amity Regional Aquatic Club Inc</a>	CT	\$186,943	Head Coach	\$50,962	<b>\$50,864</b>	2024
<a href="#">Stingray Swim Team Inc</a>	AK	\$189,402	Chief Executor Officer	\$72,784	<b>\$76,260</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	18 organizations. Compensation range \$3,445–\$76,260; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$127,172); for reference, expenses \$103,525 and assets \$120,341.
ROLE MATCH	Susan Liljedahl, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>61<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>61<sup>st</sup></b>
Reportable pay only (column D), adjusted	<b>61<sup>st</sup></b>
All sources (D + E + F), adjusted	<b>61<sup>st</sup></b>

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

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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 (Susan Liljedahl) 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 18 similarly situated organizations (Same NTEE sector (N67), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,200 is reasonable (approximately the 61<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.