

Swfl Children's Charities Inc

Executive Director / CEO

EIN 262302491

FL · NTEE T30

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Heidi Davis, Executive Director / CEO** (\$105,385) against **every comparable organization** that fit the selection criteria — **168** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

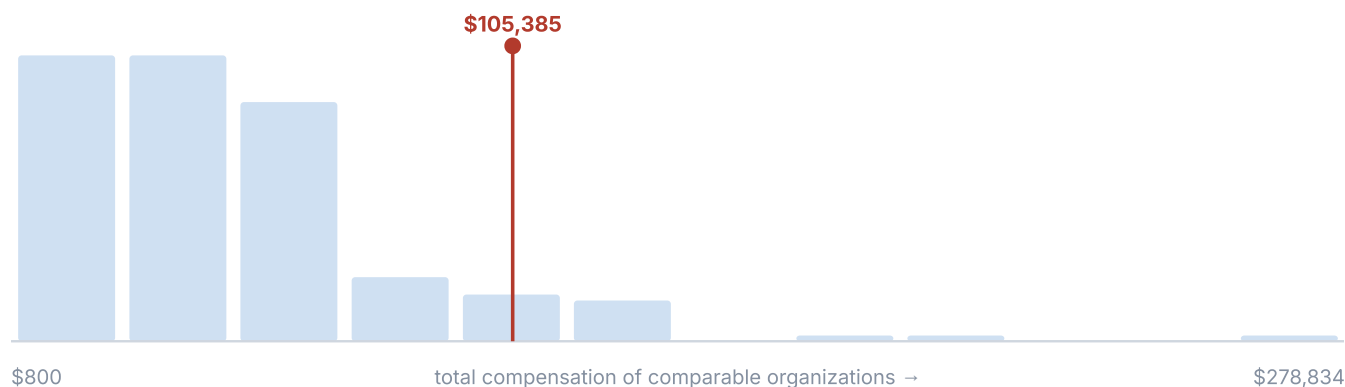
Benchmarked executive: Heidi Davis — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$123,170 and \$275,755 — 0.67x to 1.50x the subject's \$183,837 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

168 organizations qualified on sector, size, and geography → **168** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,474	\$21,028	\$38,622	\$61,753	\$95,730	\$105,385
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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 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
The Fatherhood Commission Inc	AL	\$184,615	Executive Di	\$72,000	\$82,800	2023
Eaton Rapids Medical Center Foundation	MI	\$184,658	President	\$19,871	\$21,833	2023
Isaiah House Inc	CA	\$182,904	President	\$7,700	\$7,078	2023
The Magasid Institute	TN	\$185,144	President	\$84,716	\$92,071	2024
Bay Area Chamber Foundation Inc	FL	\$185,200	President/ceo	\$35,289	\$34,277	2024
The Community Foundation For St	CT	\$186,361	Director	\$2,083	\$2,019	2024
United Way Of Rockingham County	NC	\$186,647	Executive Di	\$77,112	\$82,382	2024
The Alex Fund Inc	NY	\$179,799	President	\$8,333	\$7,786	2024
Good Neighbor Network	OR	\$188,192	Board Member	\$11,667	\$11,202	2024
Rogers Public Library Foundation	AR	\$178,304	Executive Director	\$44,000	\$51,137	2024
Metro Area Youth Foundation	NE	\$189,673	Secretary	\$6,479	\$7,418	2023
The Unity Foundation	MN	\$190,402	Executive Director	\$62,263	\$63,611	2024
Deron Cherry Charitable Foundation	MO	\$176,208	Executive Dir.	\$30,000	\$32,853	2024
E Kneale Dockstader Foundation	PA	\$191,524	Foundation M	\$38,048	\$38,220	2025
The Murdock Fund	MA	\$175,959	Treasurer	\$1,500	\$1,394	2024
Steps Together A Nj Non Profit	NJ	\$175,905	Executive Director	\$15,400	\$14,636	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sbam Foundation	MI	\$191,780	President	\$7,678	\$8,194	2024
Neuropsychanalysis Foundation	NY	\$191,973	Executive Director	\$23,833	\$22,925	2023
Center For Life Management Foundation	NH	\$193,790	President Ceo	\$23,045	\$22,001	2024
Texas Christian Foundation	TX	\$173,694	Relationship Manager	\$103,507	\$107,053	2024
Congenital Heart Defect Coalition	NJ	\$193,986	Office Manager	\$6,811	\$6,473	2023
Fans For The Cure	NY	\$194,522	Founder & Cao	\$33,068	\$31,808	2023
Coach Sam's Inner Circle Foundation	OH	\$194,583	Executive Di	\$68,056	\$72,608	2025
Lhes Foundation	HI	\$194,744	Executive Di	\$19,740	\$18,813	2023
Pray For Gray	ND	\$195,654	Executive Director	\$44,239	\$50,196	2024

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

■ Sample, role match & sensitivity

PEER COUNT 168 organizations. Compensation range \$800–\$278,834; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$183,837); for reference, expenses \$267,432 and assets \$1,138,494. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Heidi Davis, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	68 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 (Heidi Davis) 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 168 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,385 is reasonable (approximately the 93rd 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.