

Floresta Project Inc

Executive Director / CEO

EIN 264618694
 NY · NTEE C36
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Lynn Schauwecker, Executive Director / CEO** (\$10,200) against **every comparable organization** that fit the selection criteria — **800** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Lynn Schauwecker — 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 (C36).
BUDGET	Total revenue between \$293,690 and \$657,516 — 0.67x to 1.50x the subject's \$438,344 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

800 organizations qualified on sector, size, and geography → **800** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,276	\$52,579	\$77,457	\$101,667	\$128,160	\$10,200
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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
Manada Conservancy	PA	\$438,318	Executive Di	\$78,938	\$87,115	2023
Four Corners Office For Resource Eff	CO	\$438,494	Executive Director	\$62,922	\$66,769	2023
Waterkeepers Chesapeake Inc	MD	\$437,762	Executive Director	\$69,300	\$69,642	2024
California Clean Energy Committee	CA	\$438,983	President	\$66,000	\$63,069	2023
Hammond Climate Solutions	CA	\$437,586	Executive Di	\$86,252	\$82,422	2023
Protect & Preserve Hawaii Inc	HI	\$437,567	President	\$130,000	\$128,803	2023
Department Of Bioregion	WA	\$439,391	Executive Director	\$49,042	\$47,196	2024
Alaskans For Litter Prevention And	AK	\$439,561	Executive Dir.	\$113,397	\$116,534	2024
Climate Advocates Voces Unidas	TX	\$437,100	Outgoing Exe	\$136,379	\$142,860	2025
Cool The Earth Inc	CA	\$436,919	Exec Dir/boa	\$55,000	\$51,050	2024
Coalition For Sonoran Desert Protection	AZ	\$436,402	Executive Dir.	\$77,915	\$80,546	2024
Glen Canyon Institute	UT	\$436,232	Executive Di	\$75,326	\$82,869	2024
Lake Katherine Nature Center And Botanic	IL	\$440,469	Operations Manager	\$90,177	\$98,110	2023
Eco-justice Center Inc	WI	\$436,056	Executive Director	\$58,700	\$65,896	2024
Alliance For Flushing Meadows Corona	NY	\$435,619	Executive Director	\$63,607	\$61,782	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southeast Alaska Land Trust	AK	\$435,491	Executive Di	\$90,180	\$95,412	2023
Khm International	HI	\$435,307	Exec Director	\$74,675	\$71,865	2024
Carbon Underground	CA	\$435,291	Director, Strategic Partnerships	\$59,547	\$59,235	2022
Royal African Foundation	UT	\$441,715	President	\$23,328	\$25,664	2024
Dolores River Boating Advocates	CO	\$434,872	Executive Director	\$90,444	\$93,220	2024
Coral Bay Community Council	VI	\$434,239	Executive Director	\$83,628	\$81,229	2024
Earth Day New York Inc	NY	\$433,796	Executive Di	\$109,419	\$109,419	2023
Uhiwai O Haleakala	HI	\$443,476	Executive Di	\$102,373	\$98,520	2024
Truckee Trails Foundation Inc	CA	\$444,124	Executive Dir.	\$80,000	\$74,255	2024
Western Leaders Network	CO	\$432,415	Executive Dir.	\$110,053	\$113,432	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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 800 organizations. Compensation range \$328–\$931,541; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$438,344); for reference, expenses \$346,274 and assets \$98,207.

ROLE MATCH Lynn Schauwecker, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	4 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 (Lynn Schauwecker) 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 800 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,200 is reasonable (approximately the 4th 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.