

# Coastal Connections Inc

Executive Director / CEO

EIN 352606320

FL · NTEE C30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kendra Cope, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **144** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

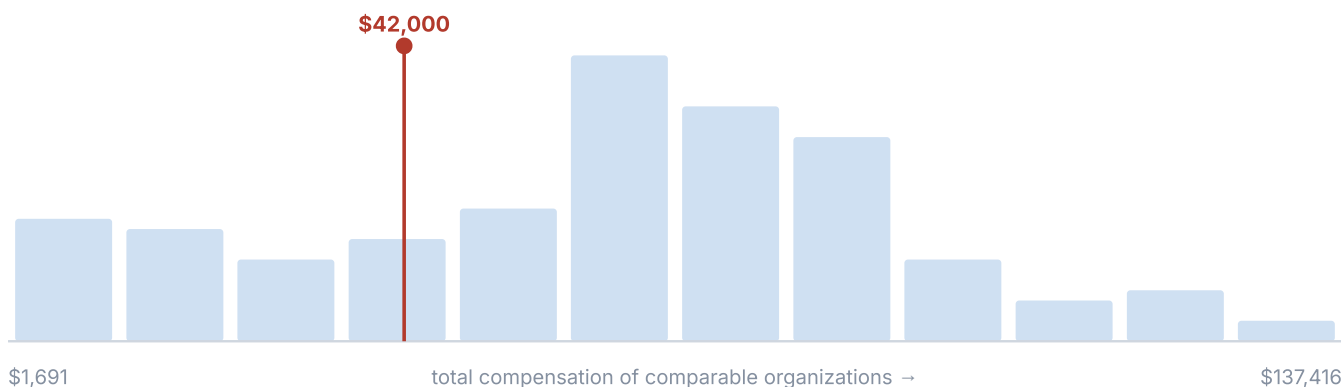
**Benchmarked executive:** Kendra Cope — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$195,441 and \$437,556 — 0.67x to 1.50x the subject's \$291,704 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

**144** organizations qualified on sector, size, and geography → **144** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,770	\$43,455	\$64,232	\$83,089	\$95,628	\$42,000
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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 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="#">Nashville Tree Conservation Corps</a>	TN	\$290,930	Former Exec	\$82,558	<b>\$89,725</b>	2024
<a href="#">Lake Pepin Legacy Alliance</a>	MN	\$297,817	Executive Director	\$111,764	<b>\$114,184</b>	2024
<a href="#">Four Winds Nature Institute Inc</a>	VT	\$285,418	Executive Dir.	\$63,811	<b>\$66,407</b>	2024
<a href="#">Sunflower Star Laboratory</a>	CA	\$299,106	Project Mgr.	\$26,085	<b>\$23,289</b>	2024
<a href="#">Sugi Foundation</a>	CA	\$299,320	Excfo	\$68,000	<b>\$60,711</b>	2024
<a href="#">Blue Scholars Initiative</a>	FL	\$284,046	Program Director	\$30,468	<b>\$29,594</b>	2024
<a href="#">Grow Wild Inc</a>	MT	\$300,418	Executive Director	\$104,805	<b>\$116,808</b>	2024
<a href="#">Tahoe Institute For Natural Science</a>	NV	\$301,900	Executive Dir.	\$79,428	<b>\$84,750</b>	2023
<a href="#">Bold Visions Conservation</a>	MT	\$302,674	Executive Director	\$67,749	<b>\$75,508</b>	2024
<a href="#">Vashon-maury Island Nature Center</a>	WA	\$304,220	Science Dire	\$66,560	<b>\$61,614</b>	2024
<a href="#">South Bay Clean Creeks Coalition</a>	CA	\$304,230	Exec. Director	\$104,058	<b>\$90,509</b>	2025
<a href="#">Project Regeneration</a>	CA	\$279,043	Executive Director	\$131,250	<b>\$117,181</b>	2024
<a href="#">Regenerative Earth</a>	CO	\$278,331	Exec Director, Board Chair	\$67,562	<b>\$68,961</b>	2023
<a href="#">Center For Sustainable Economy</a>	WA	\$277,153	President	\$98,400	<b>\$91,089</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Outdoor New Mexico</a>	NM	\$276,415	Executive Director	\$70,640	<b>\$78,556</b>	2024
<a href="#">Nebraska Association Of Resources</a>	NE	\$275,886	Executive Director	\$43,069	<b>\$46,661</b>	2025
<a href="#">Salmon Defense</a>	WA	\$275,565	Executive Director	\$68,690	<b>\$65,464</b>	2023
<a href="#">St Louis Audubon Society</a>	MO	\$275,320	Executive Director	\$68,726	<b>\$73,323</b>	2025
<a href="#">Bucks County Audubon Society</a>	PA	\$309,340	Executive Dir.	\$67,336	<b>\$69,429</b>	2024
<a href="#">Mountain Valleys Resource Conservation &amp; Development Council</a>	NC	\$310,347	Executive Director	\$44,122	<b>\$47,137</b>	2024
<a href="#">Sustainability Matters Inc</a>	VA	\$311,002	Executive Di	\$59,155	<b>\$60,800</b>	2023
<a href="#">Lake Erie Islands Nature And Wildlife</a>	OH	\$271,495	Director	\$38,767	<b>\$43,708</b>	2023
<a href="#">Pennsylvania Interfaith Power &amp; Light</a>	PA	\$271,190	Executive Director	\$77,767	<b>\$80,184</b>	2024
<a href="#">Friends Of Black Rock High Rock Inc</a>	NV	\$269,445	Former Director	\$10,500	<b>\$10,882</b>	2024
<a href="#">Madison-morgan Conservancy Inc</a>	GA	\$269,398	Executive Dir	\$110,315	<b>\$118,072</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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	144 organizations. Compensation range \$1,691–\$137,416; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$291,704); for reference, expenses \$206,609 and assets \$338,968.
ROLE MATCH	Kendra Cope, reported title "Executive Director", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	26 <sup>th</sup>
All sources (D + E + F), adjusted	24 <sup>th</sup>

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 (Kendra Cope) 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 144 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 24<sup>th</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 9, 2026.