

Florida Coastal Conservancy

Executive Director / CEO

EIN 453595834

FL · NTEE C30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jessica Swindall, Executive Director / CEO** (\$35,250) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

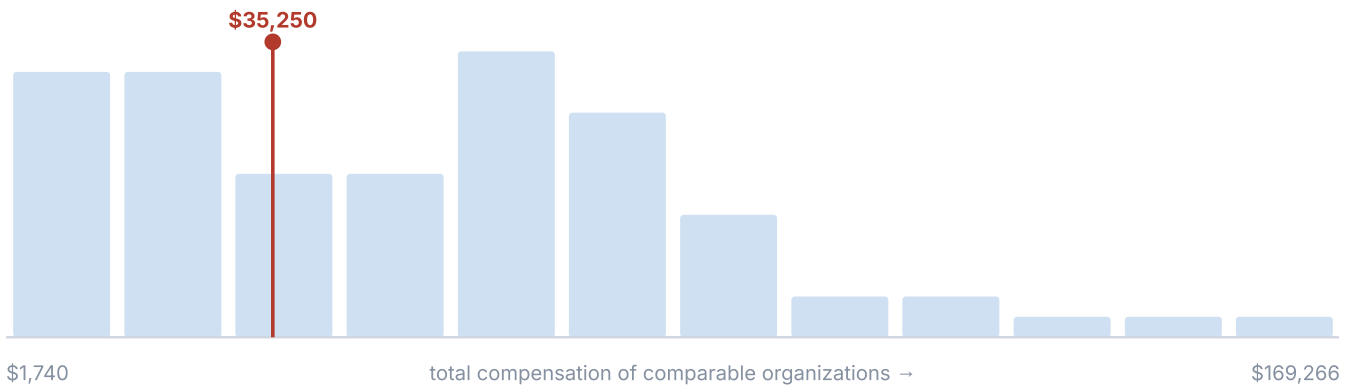
Benchmarked executive: Jessica Swindall — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$120,929 and \$270,738 — 0.67x to 1.50x the subject's \$180,492 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

80 organizations qualified on sector, size, and geography → **80** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,751	\$22,073	\$54,081	\$76,484	\$95,086	\$35,250
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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
Aquatic Ecosystem Restoration	MI	\$180,120	Executive Di	\$20,000	\$21,975	2024
Kentucky Heartwood Inc	KY	\$178,102	Executive Di	\$52,974	\$62,373	2023
Rural Land Foundation Of Lincoln	MA	\$176,486	Executive Director	\$176,952	\$169,266	2024
Na Mamo Aloha Aina O Honokohau	HI	\$175,740	Secretary	\$2,400	\$2,287	2024
Tahoma Audubon Society	WA	\$174,454	Executive Director	\$58,031	\$56,939	2023
Reshoring Initiative	FL	\$173,066	President	\$28,932	\$29,787	2023
Missouri Parks Association	MO	\$170,375	Executive Di	\$51,200	\$59,430	2023
Ocean Fest Inc	NC	\$195,966	Event Operations Manager	\$22,917	\$25,951	2023
The Urban Wildlands Group Inc	CA	\$159,953	President	\$45,300	\$42,869	2023
Overland Expo Foundation Incorporated	IN	\$202,559	Executive Director	\$32,000	\$35,922	2024
One Earth Conservation	NY	\$202,605	Vice President & Secretary	\$22,982	\$22,106	2024
Integrated Vegetation Management Partners Inc	DE	\$158,016	President	\$133,800	\$143,578	2023
Coastal Resources Group Inc	FL	\$157,240	Past Pres/treas/director	\$70,728	\$72,817	2023
Downwinders At Risk Education Fund	TX	\$203,759	Executive Dir.	\$43,750	\$46,586	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Conservation Technology Accelerator Inc	CA	\$156,240	President	\$13,499	\$12,408	2024
Restoring The Lake Depths	NV	\$205,234	Executive Dir.	\$69,856	\$74,537	2024
Coastal Shores Inc	VA	\$205,828	President	\$42,769	\$43,958	2024
Cross Vermont Trail Association Inc	VT	\$155,037	Executive Director	\$23,000	\$25,370	2023
Wisconsin Bear Hunters Association Inc	WI	\$206,383	President	\$6,000	\$6,670	2024
Blue Mountains Forest Partners	OR	\$206,916	Executive Dir.	\$77,700	\$76,809	2024
The North Skunk River Greenbelt Association	IA	\$207,310	Treasurer Executive Director	\$16,273	\$19,527	2023
Paddle Antrim	MI	\$207,391	Executive Di	\$80,128	\$88,039	2024
Netcorps	OR	\$207,493	Executive Di	\$67,458	\$66,685	2024
Monterey Audubon Society	CA	\$208,868	Executive Director	\$27,221	\$24,376	2025
Ocean Agency	RI	\$209,769	President & Ceo	\$105,173	\$107,351	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 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.

● Sample, role match & sensitivity

PEER COUNT 80 organizations. Compensation range \$1,740–\$169,266; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$180,492); for reference, expenses \$138,056 and assets \$244,291.

ROLE MATCH	Jessica Swindall, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	36 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	35 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 (Jessica Swindall) 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 80 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,250 is reasonable (approximately the 36th 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.