

# Families First Of Palm Beach County

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Julie Swindler, Executive Director / CEO** (\$9,431) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P11).

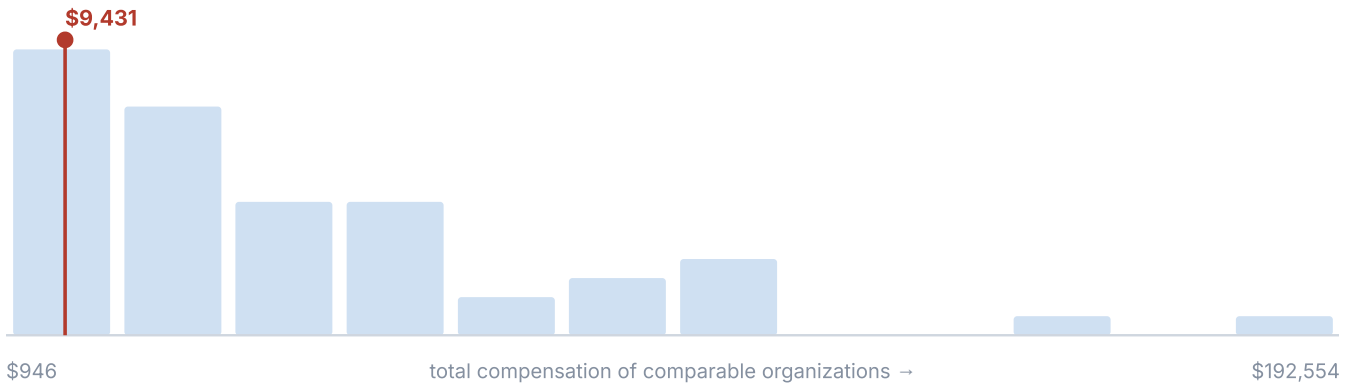
**BUDGET** Total revenue between \$252,496 and \$565,290 — 0.67x to 1.50x the subject's \$376,860 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

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

→ **52** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,685	\$12,681	\$31,719	\$58,628	\$97,944	\$9,431
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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="#">Nfte Endowment Fund Inc</a>	NY	\$371,151	Ceo/president	\$57,498	<b>\$56,940</b>	2023
<a href="#">Children's Village Family Service</a>	ND	\$385,796	Ceo	\$10,545	<b>\$12,682</b>	2023
<a href="#">Tarrant County Association For The Blind</a>	TX	\$362,889	Pres. - Assoc. For Blind	\$21,001	<b>\$23,022</b>	2023
<a href="#">Childrens Home Society Of Virginia</a>	VA	\$395,822	Secretary	\$5,727	<b>\$5,886</b>	2024
<a href="#">Self Love Beauty</a>	MI	\$353,058	Executive Director	\$82,950	<b>\$93,831</b>	2023
<a href="#">Hartville Homes Foundation</a>	OH	\$406,150	Ceo	\$15,480	<b>\$17,968</b>	2023
<a href="#">Dovetail Sip Inc</a>	CT	\$412,289	Ceo/executive Director	\$101,222	<b>\$104,011</b>	2023
<a href="#">The Center Foundation Inc</a>	NY	\$340,071	President	\$99,251	<b>\$95,469</b>	2024
<a href="#">Ahrc Nyc Guardianship Fund Inc</a>	NY	\$416,036	Ceo, Nysarc Inc., Nyc Chap	\$42,201	<b>\$41,792</b>	2023
<a href="#">Judson Center Foundation</a>	MI	\$416,240	President & Ceo	\$27,814	<b>\$30,560</b>	2024
<a href="#">The Children's Village Institute</a>	NY	\$416,989	President And Ceo	\$63,040	<b>\$62,429</b>	2023
<a href="#">Clement Arts</a>	GA	\$417,184	Trustee/care Director	\$54,108	<b>\$57,913</b>	2024
<a href="#">Marc Endowment Inc</a>	TX	\$335,535	Executive Director	\$14,786	<b>\$16,210</b>	2023
<a href="#">Tn Justice Properties Inc</a>	TN	\$426,000	Executive Director	\$8,448	<b>\$9,453</b>	2024
<a href="#">The Healthsource Foundation</a>	OH	\$327,288	Hso Ceo	\$41,842	<b>\$48,568</b>	2023
<a href="#">Battered Womens Shelter Endowment Fund</a>	TX	\$324,888	President/ceo	\$180,833	<b>\$192,554</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rocky Mountain Human Services Fdn</a>	CO	\$429,698	Ceo	\$33,497	<b>\$34,191</b>	2024
<a href="#">Center Of Hope Foundation Inc</a>	NY	\$314,749	Ceo/president	\$98,184	<b>\$94,443</b>	2024
<a href="#">Michigan Elks Association</a>	MI	\$444,414	Executive Director	\$16,300	<b>\$17,448</b>	2025
<a href="#">Indian Creek Caring Foundation</a>	PA	\$308,631	Ceo	\$8,830	<b>\$9,373</b>	2024
<a href="#">Sam And Peggy Grossman Family Foundation</a>	AZ	\$453,534	Secretary & Treasurer (Non-voting)	\$29,610	<b>\$30,313</b>	2024
<a href="#">Doves Incorporated</a>	AZ	\$299,368	President & Ceo	\$27,056	<b>\$28,516</b>	2023
<a href="#">Marriage Encounter Support Foundation</a>	IA	\$299,121	Executive Director	\$124,120	<b>\$144,667</b>	2024
<a href="#">Jim Troxell Foundation</a>	AZ	\$298,426	President	\$924	<b>\$946</b>	2024
<a href="#">Companeros International</a>	TX	\$297,875	Vice President	\$97,343	<b>\$106,714</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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 52 organizations. Compensation range \$946–\$192,554; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$376,860); for reference, expenses \$141,403 and assets \$1,297,766. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Julie Swindler, reported title "CEO", 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	2 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	35 <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 (Julie Swindler) 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 52 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,431 is reasonable (approximately the 19<sup>th</sup> 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.