

Jose Wejebe-spanish Fly Memorial Foundation Inc

EIN 455189807

FL · NTEE C12

FY ending 2023-12-31

June 9, 2026

Executive Director / CEO

This analysis benchmarks the total compensation of **Kristin Wejebe, Executive Director / CEO** (\$43,417) against **every comparable organization** that fit the selection criteria — **152** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

Benchmarked executive: Kristin Wejebe — 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 (C12).

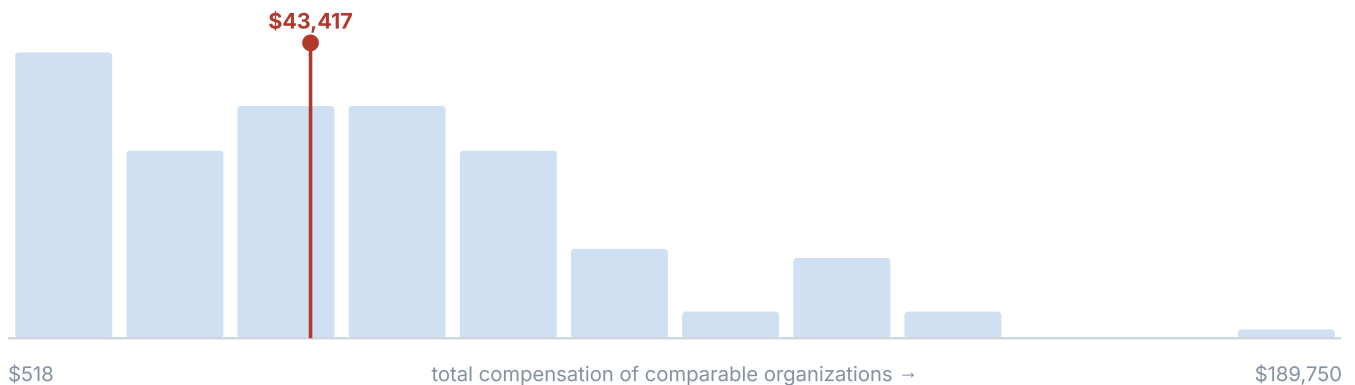
BUDGET Total revenue between \$77,892 and \$174,385 — 0.67x to 1.50x the subject's \$116,257 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

152 organizations qualified on sector, size, and geography

→ **152** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,543 10TH	\$21,846 25TH	\$46,446 MEDIAN	\$68,468 75TH	\$97,247 90TH	\$43,417 THIS ORG · 45TH
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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
Sebasticook Regional Land Trust	ME	\$115,436	Executive Director	\$41,680	\$44,427	2023
Patuxent Tidewater Land Tr	MD	\$115,193	Easement Manager	\$57,250	\$55,341	2024
Drinking Water Research Foundation	VA	\$114,884	Executive Director	\$108,962	\$108,779	2024
Killbuck Watershed Land Trust	OH	\$117,722	Executive Director	\$40,000	\$45,098	2023
Agassiz Audubon Society Inc	MN	\$114,610	Director	\$1,125	\$1,150	2024
Aquatic Restoration And Research Institute	AK	\$114,568	President	\$65,200	\$64,450	2024
Thrive Conservation	CA	\$114,419	Director And Secretary	\$26,001	\$23,214	2024
Jackson Hole Center For Global Affairs Inc	WY	\$114,403	President	\$100,000	\$113,987	2023
Neighborhood Collaborative Community Gardens	NJ	\$114,261	Executive Director-board Member	\$16,495	\$15,228	2024
Lake Bluff Open Lands Association	IL	\$114,225	Director, Volunteer & Natural Areas Coordinator	\$39,545	\$40,197	2024
Green Again Restoration	MN	\$118,318	Executive Director	\$7,882	\$8,291	2023
Poudre River Trail Corridor Inc	CO	\$113,738	Executive Director	\$86,064	\$85,326	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Citizens For Balanced Use	MT	\$113,663	Executive Director	\$30,000	\$33,436	2024
Bear Trust International	CO	\$113,291	Executive Dir.	\$61,566	\$62,841	2023
Tellus Institute Inc	MA	\$113,181	President	\$134,992	\$125,423	2024
Kern River Conservancy	CA	\$113,172	President	\$51,440	\$45,926	2024
Watershed Restoration Coalition For The	MT	\$112,825	Secretary/bookkeeper	\$10,496	\$12,044	2023
Bronzeville Trail Task Force Inc	IL	\$112,802	Founder	\$11,900	\$12,097	2024
Mission Resolve Foundation Inc	FL	\$111,717	Treasurer	\$3,227	\$3,227	2023
California Greenworks Inc	CA	\$120,903	President	\$58,208	\$53,504	2023
Margaret & Luke Pettit Preserve Inc	GA	\$110,993	Executive Director	\$60,000	\$60,769	2025
Lake Fork Valley Conservancy	CO	\$121,928	Executive Director	\$44,000	\$44,911	2023
River In Action	CA	\$109,683	President	\$62,413	\$54,287	2025
Georgia Native Plant Society	GA	\$108,382	Executive Director	\$43,750	\$46,827	2023
Storm Drain Protection Act Inc	FL	\$124,705	Executive Di	\$79,500	\$77,219	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	152 organizations. Compensation range \$518–\$189,750; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$116,257); for reference, expenses \$113,355 and assets \$130,068.
ROLE MATCH	Kristin Wejebe, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 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	45 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	41 st

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 (Kristin Wejebe) 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 152 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$43,417 is reasonable (approximately the 45th 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.