

Assateague Coastal Trust Inc

Executive Director / CEO

EIN 521250849
 MD · NTEE C30Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Taylor Swanson, Executive Director / CEO** (\$59,615) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

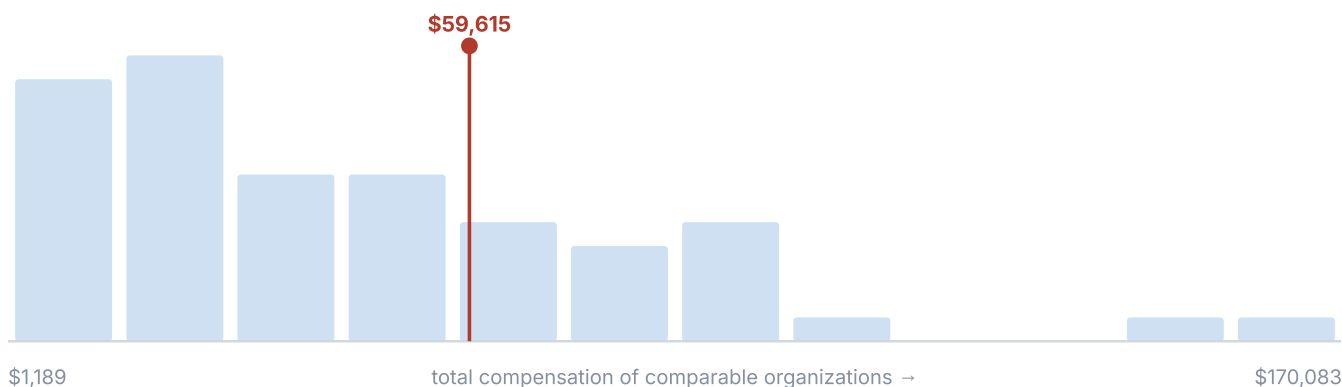
Benchmarked executive: Taylor Swanson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30Z).
BUDGET	Total revenue between \$99,198 and \$222,087 — 0.67x to 1.50x the subject's \$148,058 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,570	\$20,626	\$35,758	\$64,618	\$88,406	\$59,615
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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 MD 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
Center For Environmental Law & Policy	WA	\$147,671	Executive Director	\$89,680	\$85,881	2024
Rosedale Conservancy Inc	DC	\$148,888	Treasurer	\$5,072	\$4,761	2024
Pelican Lakes Conservation Club	MN	\$149,353	Gamb Mgr/dir	\$35,375	\$36,424	2025
Play For All Foundation Inc	IL	\$146,122	President	\$24,656	\$25,927	2024
Shamokin Creek Restoration Alliance	PA	\$145,624	Executive Di	\$19,200	\$20,480	2024
Friends Of The Nature Center In Rancocas State Park Inc	NJ	\$144,132	Executive Director	\$22,056	\$21,064	2024
Keep Florida Beautiful Inc	FL	\$141,524	Executive Di	\$74,235	\$76,797	2023
Cross Vermont Trail Association Inc	VT	\$155,037	Executive Director	\$23,000	\$25,493	2023
Conservation Technology Accelerator Inc	CA	\$156,240	President	\$13,499	\$12,468	2024
Coastal Resources Group Inc	FL	\$157,240	Past Pres/treas/director	\$70,728	\$73,169	2023
Integrated Vegetation Management Partners Inc	DE	\$158,016	President	\$133,800	\$144,272	2023
Hartley Mason Reservation Co Jeffrey W Mcconnell	ME	\$136,817	Trustee	\$5,000	\$5,355	2024
The Urban Wildlands Group Inc	CA	\$159,953	President	\$45,300	\$43,076	2023
Human Impacts Institute Inc	NY	\$133,757	Executive Director	\$52,577	\$52,319	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Prairie Pines Partners	NE	\$126,575	Ppp Manager	\$21,732	\$25,001	2024
Missouri Parks Association	MO	\$170,375	Executive Di	\$51,200	\$59,717	2023
Reshoring Initiative	FL	\$173,066	President	\$28,932	\$29,931	2023
Lake Fork Valley Conservancy	CO	\$121,928	Executive Director	\$44,000	\$46,462	2023
Tahoma Audubon Society	WA	\$174,454	Executive Director	\$58,031	\$57,214	2023
Na Mamo Aloha Aina O Honokohau	HI	\$175,740	Secretary	\$2,400	\$2,298	2024
Rural Land Foundation Of Lincoln	MA	\$176,486	Executive Director	\$176,952	\$170,083	2024
Kentucky Heartwood Inc	KY	\$178,102	Executive Di	\$52,974	\$62,675	2023
Aquatic Ecosystem Restoration	MI	\$180,120	Executive Di	\$20,000	\$22,081	2024
Florida Coastal Conservancy	FL	\$180,492	President	\$35,250	\$35,420	2024
Sebasticook Regional Land Trust	ME	\$115,436	Executive Director	\$41,680	\$45,960	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 54 organizations. Compensation range \$1,189–\$170,083; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$148,058); for reference, expenses \$301,599 and assets \$242,715. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Taylor Swanson, reported title "EXECUTIVE DIRECTOR", 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	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	70 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	69 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 (Taylor Swanson) 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 54 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,615 is reasonable (approximately the 70th 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.