

Florida Native Plant Society Inc

Executive Director / CEO

EIN 592676375
 FL · NTEE C42
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Lynda Davis, Executive Director / CEO** (\$60,022) against **every comparable organization** that fit the selection criteria — **744** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Lynda Davis — 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 (C42).
BUDGET	Total revenue between \$232,218 and \$519,892 — 0.67x to 1.50x the subject's \$346,595 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

744 organizations qualified on sector, size, and geography → **744** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,298	\$45,849	\$70,634	\$93,916	\$119,576	\$60,022
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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
Species Survival Network	MD	\$346,428	Executive Director	\$65,232	\$64,918	2024
Friends Of Arches&canyonlands Parks	UT	\$346,985	Executive Di	\$69,823	\$76,070	2024
Perennial	MO	\$345,969	Executive Director	\$54,900	\$61,897	2024
Parking Reform Network	OR	\$347,252	President	\$30,000	\$29,656	2024
Scenic Houston Inc	TX	\$347,997	Executive Director	\$167,194	\$178,031	2024
Proud Louisiana Llc	LA	\$348,338	Executive Di	\$32,667	\$38,290	2024
Upper Peninsula Land Conservancy	MI	\$344,028	Interim Exec	\$20,508	\$22,533	2024
Grand Island Area Clean Community	NE	\$343,860	Executive Di	\$81,649	\$93,481	2024
River Fields Inc	KY	\$349,378	President And Ceo	\$76,161	\$89,674	2023
The Go Green Initiative Association	CA	\$343,699	Founder And Ceo	\$85,000	\$78,131	2024
Healthy Flint Research Coordinating Cent	MI	\$343,199	Co-director	\$75,005	\$82,410	2024
Bear-paw Regional Greenways	NH	\$350,074	Executive Director	\$71,790	\$70,563	2024
Always Choose Adventures	CO	\$350,083	Executive Di	\$8,100	\$8,268	2024
Georgia Tree Council Inc	GA	\$343,033	Executive Di	\$72,663	\$77,773	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Saratoga County Foundation Inc	NY	\$342,857	Chamber President	\$35,004	\$33,670	2024
Babb Creek Watershed Association	PA	\$342,759	Director	\$14,400	\$15,286	2024
Havens Harvest Inc	CT	\$350,790	Executive Director	\$90,884	\$90,709	2024
Global Inheritance Inc	CA	\$342,197	Executive Di	\$30,508	\$28,871	2023
Keep Midland Beautiful Inc	TX	\$351,019	Executive Dir.	\$28,413	\$30,255	2024
Oklahoma Energy Education Foundation	OK	\$341,930	Executive Director	\$17,282	\$20,855	2023
The Kiva Center	CO	\$351,466	Treasurer	\$59,750	\$60,987	2024
Arctic Ice Project	CA	\$351,717	Ceo	\$232,043	\$213,290	2024
Bethesda Green Inc	MD	\$341,433	Executive Director	\$119,508	\$118,933	2024
Southwest Iowa Nature Trails	IA	\$352,427	Executive Di	\$18,920	\$22,052	2024
City Grazing	CA	\$353,251	Executive Director	\$11,721	\$10,774	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 **744** organizations. Compensation range \$324–\$922,512; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$346,595); for reference, expenses \$444,129 and assets \$554,447.
ROLE MATCH	Lynda Davis, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	38 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	40 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 (Lynda Davis) 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 744 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,022 is reasonable (approximately the 38th 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.