

Coral Springs Nature Center &

Executive Director / CEO

EIN 650595837

FL · NTEE C600

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robin Reccasina, Executive Director / CEO** (\$54,082) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

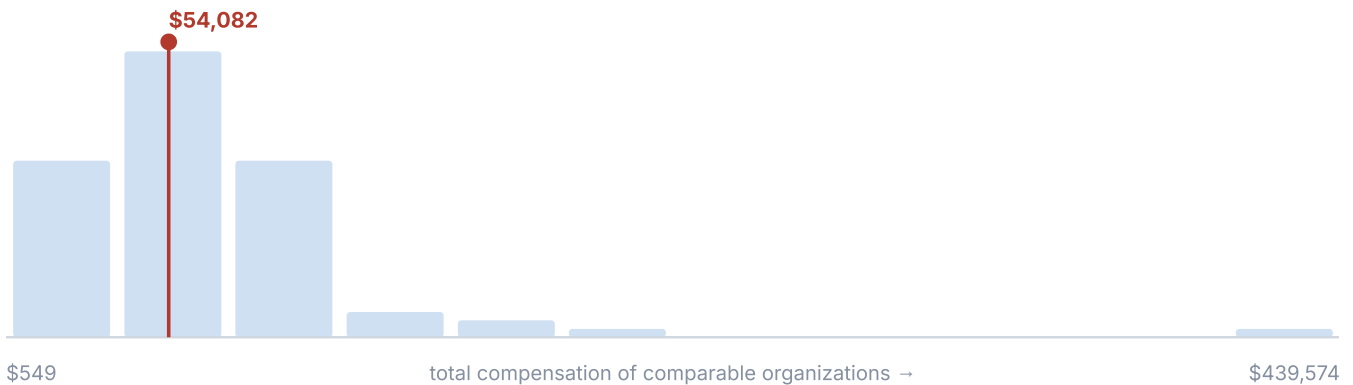
Benchmarked executive: Robin Reccasina — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C600).
BUDGET	Total revenue between \$184,773 and \$413,671 — 0.67x to 1.50x the subject's \$275,781 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,724	\$36,847	\$60,987	\$78,845	\$102,948	\$54,082
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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
Green Cambridge Inc	MA	\$281,267	Executive Director	\$74,500	\$69,427	2025
Isle Royale Natural History Association	MI	\$267,731	Executive Director	\$49,907	\$56,454	2023
M3 Ministries	TX	\$287,081	Board Member, Ceo	\$78,000	\$85,509	2023
Prince William Conservation Alliance	VA	\$289,800	Executive Dir.	\$83,376	\$88,226	2023
Discovery Pathways	PA	\$290,379	Executive Director	\$72,021	\$76,453	2024
Imago	OH	\$291,359	Executive Director	\$33,772	\$39,201	2023
Sustainable Contra Costa	CA	\$258,679	Ceo	\$34,425	\$32,578	2023
Wa-ya Outdoor Institute	WA	\$294,505	Executive Director	\$61,934	\$59,025	2024
Arctictoday	AK	\$256,031	Editor In Chief, Resigned Feb 2023	\$28,846	\$30,224	2023
Institute For Climate And Peace	HI	\$296,775	President	\$54,600	\$53,573	2023
Growing Communities Inc	CA	\$253,966	President	\$147,531	\$139,614	2023
Teens Take On Climate Inc	WI	\$253,820	President	\$135,499	\$150,635	2024
Triple Bottom Line Institute Incorporated	FL	\$252,750	President	\$78,517	\$80,836	2023
Community Life Collaborative	OH	\$298,834	Executive Di	\$80,000	\$90,196	2024
Justme For Justus	ME	\$252,348	Director	\$49,244	\$52,490	2024
Hawaii Seafood Council	HI	\$251,749	Executive Director	\$51,000	\$48,605	2024
We Are Neutral Inc	FL	\$251,714	Executive Director	\$62,400	\$62,400	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Devens Eco-efficiency Center Inc	MA	\$300,051	Executive Director	\$106,037	\$98,817	2025
Sustainable Hudson Valley Inc	NY	\$300,863	Executive Director	\$70,000	\$67,333	2024
Gari Group Inc	NY	\$250,000	President	\$9,900	\$9,804	2023
Ecological Citizen's Project Inc	NY	\$301,612	Co-director	\$74,360	\$73,639	2023
Ivy Creek Foundation Inc	VA	\$304,497	Executive Di	\$42,419	\$44,886	2023
Friends Of The Owyhee	OR	\$305,136	Executive Director	\$88,859	\$90,435	2023
Olympic Nature Experience	WA	\$307,779	Exec Director	\$28,628	\$27,284	2024
Ravenwood Outdoor Learning Center	MT	\$309,188	Trustee And	\$53,045	\$62,665	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.

● Sample, role match & sensitivity

PEER COUNT	83 organizations. Compensation range \$549–\$439,574; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$275,781); for reference, expenses \$298,540 and assets \$565,548.
ROLE MATCH	Robin Reccasina, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	43 rd
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	43 rd
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 (Robin Reccasina) 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 83 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,082 is reasonable (approximately the 43rd 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.