

# The Friends Of Jupiter Beach Inc

Executive Director / CEO

EIN 650625755

FL · NTEE C116

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary Aguiar, Executive Director / CEO** (\$67,308) against **every comparable organization** that fit the selection criteria — **243** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72<sup>nd</sup>** percentile of comparable organizations within the typical range

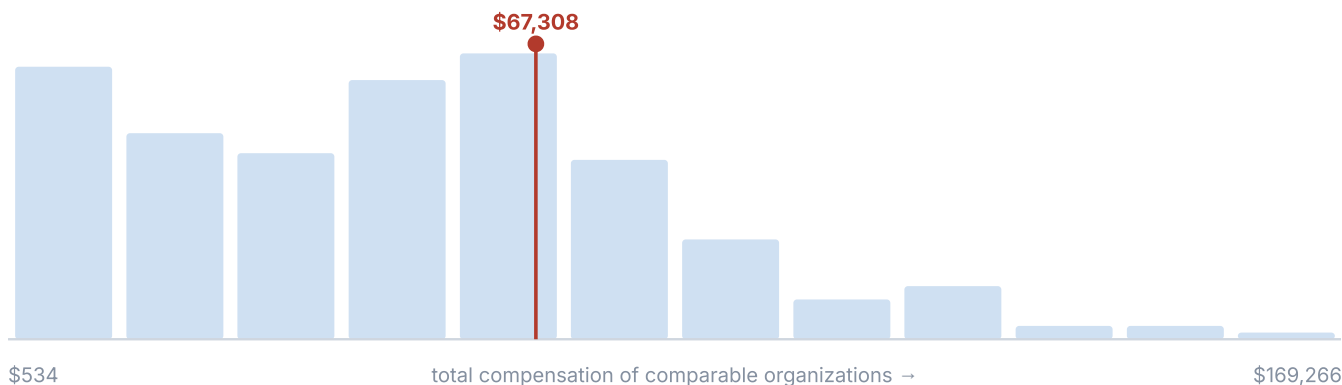
**Benchmarked executive:** Mary Aguiar — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C116).
BUDGET	Total revenue between \$96,263 and \$215,515 — 0.67x to 1.50x the subject's \$143,677 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**243** organizations qualified on sector, size, and geography → **243** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,444	\$24,850	\$48,209	\$70,840	\$92,633	\$67,308
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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="#">Friends Of The Nature Center In Rancocas State Park Inc</a>	NJ	\$144,132	Executive Director	\$22,056	<b>\$20,962</b>	2024
<a href="#">Texas Garden Clubs Inc</a>	TX	\$142,358	Director	\$4,753	<b>\$5,061</b>	2024
<a href="#">Shamokin Creek Restoration Alliance</a>	PA	\$145,624	Executive Di	\$19,200	<b>\$20,382</b>	2024
<a href="#">The Downstream Project</a>	VA	\$145,658	Executive Director	\$65,076	<b>\$66,885</b>	2024
<a href="#">Source Of Synergy Foundation Inc</a>	NY	\$145,796	President	\$44,996	<b>\$43,281</b>	2024
<a href="#">Keep Florida Beautiful Inc</a>	FL	\$141,524	Executive Di	\$74,235	<b>\$76,428</b>	2023
<a href="#">Wentworth Watershed Association</a>	NH	\$145,870	Executive Director	\$77,861	<b>\$76,530</b>	2024
<a href="#">International Society Of Limnology-sil</a>	NC	\$145,957	Editor In Chief-inland Waters	\$5,000	<b>\$5,499</b>	2024
<a href="#">Citizens For A Better South Florida Inc</a>	FL	\$141,301	Executive Director	\$48,195	<b>\$48,195</b>	2024
<a href="#">Play For All Foundation Inc</a>	IL	\$146,122	President	\$24,656	<b>\$25,803</b>	2024
<a href="#">Cyclists Of Gitchee Gumees Shores</a>	MN	\$141,113	Executive Director	\$52,500	<b>\$55,221</b>	2024
<a href="#">Cullinan Park Conservancy</a>	TX	\$141,012	Executive Director	\$64,200	<b>\$68,361</b>	2024
<a href="#">Fish Reef Project</a>	CA	\$140,925	Executive Director	\$27,000	<b>\$24,818</b>	2024
<a href="#">Keep Carroll Beautiful</a>	GA	\$146,544	Executive Dir.	\$49,920	<b>\$55,008</b>	2023
<a href="#">Alabama's Water Environment Association</a>	AL	\$140,345	Executive Director	\$9,062	<b>\$10,152</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Texas Botanical Gardens And Na</a>	TX	\$147,483	Exec Director	\$26,400	<b>\$28,942</b>	2023
<a href="#">Center For Environmental Law &amp; Policy</a>	WA	\$147,671	Executive Director	\$89,680	<b>\$85,469</b>	2024
<a href="#">Assateague Coastal Trust Inc</a>	MD	\$148,058	Executive Director	\$59,615	<b>\$59,328</b>	2024
<a href="#">The Pennsylvania Pink Zone</a>	PA	\$148,218	Executive Director	\$50,085	<b>\$51,797</b>	2025
<a href="#">Coastal Watershed Institute</a>	WA	\$138,944	Executive Director	\$560	<b>\$534</b>	2024
<a href="#">Ideas Institute</a>	OH	\$138,712	Board Chair And Senior Researcher	\$42,077	<b>\$47,440</b>	2024
<a href="#">Southeast Regional Land Conservancy</a>	NC	\$138,702	Interim Exec	\$68,384	<b>\$77,437</b>	2023
<a href="#">Altamaha Riverkeeper Inc</a>	GA	\$148,849	Executive Director	\$77,920	<b>\$83,399</b>	2024
<a href="#">Rosedale Conservancy Inc</a>	DC	\$148,888	Treasurer	\$5,072	<b>\$4,738</b>	2024
<a href="#">Pelican Lakes Conservation Club</a>	MN	\$149,353	Gamb Mgr/dir	\$35,375	<b>\$36,249</b>	2025

**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** 243 organizations. Compensation range \$534–\$169,266; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$143,677); for reference, expenses \$148,853 and assets \$327,551.

ROLE MATCH	Mary Aguiar, 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	3 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	72 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	74 <sup>th</sup>
All sources (D + E + F), adjusted	68 <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 (Mary Aguiar) 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 243 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,308 is reasonable (approximately the 72<sup>nd</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.