

Florida Film Institute Inc

Executive Director / CEO

EIN 650928165
 FL · NTEE A310
 FY ending 2024-05-31
 June 10, 2026

This analysis benchmarks the total compensation of **Stephanie Martino, Executive Director / CEO** (\$69,675) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A310).

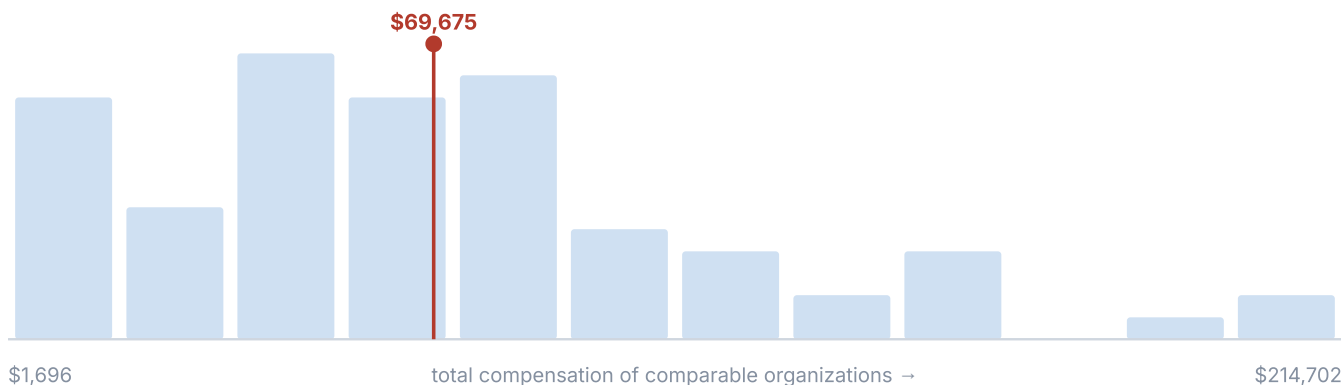
BUDGET Total revenue between \$223,692 and \$500,805 — 0.67x to 1.50x the subject's \$333,870 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A31), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography

→ **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,616	\$37,982	\$64,351	\$91,208	\$136,576	\$69,675
----------	----------	----------	----------	-----------	----------



● 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
Julien Dubuque International Film Festival	IA	\$331,397	Executive Director	\$67,980	\$79,233	2024
Tallgrass Film Association	KS	\$330,994	Executive Director	\$68,725	\$79,034	2024
Mendocino Film Festival Inc	CA	\$330,313	Festival Administrator	\$71,890	\$64,377	2025
New Plaza Cinema Inc	NY	\$338,151	General Mgr/	\$35,000	\$34,661	2023
Checkerboard Foundation Inc	NY	\$340,581	Chairman & President	\$20,000	\$19,238	2024
Bravemaker	CA	\$324,639	President	\$132,000	\$124,916	2023
James R Halsey Foundation Of The Arts	NJ	\$323,352	Ceo	\$60,000	\$58,709	2023
Cinefemme	CA	\$346,073	Executive Director	\$170,504	\$161,353	2023
Southern Oregon Film Society	OR	\$314,913	Executive Director	\$4,387	\$4,225	2025
Field Of Vision Inc	NY	\$313,671	Executive Dir.	\$223,207	\$214,702	2024
The Zephyr Theatre	MN	\$357,265	Interim Executive Director	\$48,000	\$50,488	2024
International Ocean Film Foundation Inc	CA	\$308,708	Executive Director	\$76,000	\$68,057	2025
Association Of Film Commissioners	CA	\$359,507	Executive Director	\$120,000	\$113,560	2023
Black Girls Film Camp	NC	\$361,259	Executive Dir	\$41,400	\$45,536	2024
Filmforum Inc	CA	\$303,502	Vice President	\$18,000	\$17,034	2023
Garden State Film Festival	NJ	\$365,589	Executive Director	\$30,000	\$27,778	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Watsonville Film Festival	CA	\$301,726	Executive Dir.	\$72,000	\$66,181	2024
Writers Guild Of America East Foundation Inc	NY	\$296,114	Founder And Director	\$2,800	\$2,693	2024
Hamptons Take 2 Documentary Film	NY	\$373,762	Pres & Exec Dir	\$65,000	\$62,523	2024
The Generations Project Inc	NY	\$288,484	Executive Dir.	\$68,000	\$67,341	2023
Sun Valley Film Festival Inc	ID	\$379,947	Chairman/ed	\$42,900	\$48,579	2024
Dc Independent Film Festival	DC	\$381,791	Executive Director	\$40,000	\$37,365	2024
Mara Brock Akil's Writers' Colony	CA	\$283,106	Foundation Director	\$125,000	\$114,898	2024
Jewish Partisan Education Foundation	CA	\$282,356	Foundation Mgr.	\$108,065	\$99,332	2024
Witnessing History Education	KY	\$281,798	Director	\$175,426	\$206,552	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	71 organizations. Compensation range \$1,696–\$214,702; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$333,870); for reference, expenses \$310,643 and assets \$84,952.
ROLE MATCH	Stephanie Martino, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	58 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	58 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 (Stephanie Martino) 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 10, 2026, comparing compensation against 71 similarly situated organizations (Same NTEE sector (A31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,675 is reasonable (approximately the 58th 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 10, 2026.