

# Defiende Venezuela Inc

Executive Director / CEO

EIN 833591073  
 FL · NTEE C05  
 FY ending 2024-12-31  
**June 10, 2026**

This analysis benchmarks the total compensation of **Genesis Davila, Executive Director / CEO** (\$24,750) against **every comparable organization** that fit the selection criteria — **793** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Genesis Davila — 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 (C05).
BUDGET	Total revenue between \$307,420 and \$688,255 — 0.67x to 1.50x the subject's \$458,837 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**793** organizations qualified on sector, size, and geography → **793** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,006	\$53,435	\$78,123	\$102,162	\$130,683	\$24,750
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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="#">Luckiamute Watershed Council</a>	OR	\$458,859	Exec Directo	\$28,333	<b>\$28,008</b>	2024
<a href="#">Tacoma Tree Foundation</a>	WA	\$459,145	Executive Director	\$80,639	<b>\$79,122</b>	2023
<a href="#">Southeastern Cave Conservancy Inc</a>	TN	\$459,153	Executive Director	\$63,560	<b>\$71,118</b>	2024
<a href="#">Native American Environmental</a>	CA	\$458,322	Executive Dir.	\$69,450	<b>\$63,837</b>	2024
<a href="#">Louisville Nature Center Inc</a>	KY	\$458,209	Executive Director	\$78,440	<b>\$89,708</b>	2024
<a href="#">La Plata Open Space Conservancy</a>	CO	\$458,132	Executive Director	\$104,589	<b>\$109,908</b>	2023
<a href="#">Smart Energy Consumer Collaborative</a>	GA	\$458,027	Deputy Director	\$105,313	<b>\$112,719</b>	2024
<a href="#">Guardians Of Flushing Bay Inc</a>	NY	\$457,704	Executive Dir.	\$86,205	<b>\$82,920</b>	2024
<a href="#">Friends Of The Kaw Inc</a>	KS	\$457,690	Executive Di	\$78,700	<b>\$90,505</b>	2024
<a href="#">Womens Environmental Institute At Amador Hill</a>	MN	\$457,413	Director Of Operations	\$6,900	<b>\$7,258</b>	2024
<a href="#">Braided River</a>	WA	\$457,260	Executive Director	\$11,431	<b>\$10,894</b>	2024
<a href="#">Graylag Nature Preserve Inc</a>	NH	\$456,956	Executive Director	\$84,165	<b>\$82,726</b>	2024
<a href="#">Keep Northern Illinois Beautiful</a>	IL	\$456,498	Executive Di	\$65,343	<b>\$68,382</b>	2024
<a href="#">Charge Across Town</a>	CA	\$456,411	Executive Dir.	\$95,833	<b>\$88,088</b>	2024
<a href="#">Savannah Riverkeeper Inc</a>	GA	\$461,387	Executive Di	\$53,880	<b>\$57,669</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Blue Heron Nature Preserve Inc</a>	GA	\$455,759	Executive Dir.	\$21,745	<b>\$23,274</b>	2024
<a href="#">Blue Ridge Discovery Center Inc</a>	VA	\$461,990	Executive Di	\$65,423	<b>\$67,242</b>	2024
<a href="#">Logan Theater Inc</a>	OH	\$462,653	Executive Di	\$25,000	<b>\$29,018</b>	2023
<a href="#">St Bartholomew's Conservancy Inc</a>	NY	\$454,826	Executive Director	\$127,870	<b>\$126,631</b>	2023
<a href="#">Powder River Basin Resource Council</a>	WY	\$463,151	Executive Di	\$41,543	<b>\$47,354</b>	2024
<a href="#">Brighter Green Inc</a>	NY	\$463,273	Executive Di	\$35,000	<b>\$34,661</b>	2023
<a href="#">Middle Colorado Watershed Council</a>	CO	\$454,149	Executive Director	\$93,526	<b>\$98,283</b>	2023
<a href="#">Woodland Arboretum Foundation</a>	OH	\$453,725	Pres/ceo Woodland Cemetery	\$17,906	<b>\$20,188</b>	2024
<a href="#">American Society Of Adaptation</a>	MI	\$464,079	Contracted Exec. Dir (Thru 10/22)	\$118,463	<b>\$134,003</b>	2023
<a href="#">Minnesota Environmental Partnership</a>	MN	\$464,205	Executive Director	\$154,029	<b>\$162,012</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **793** organizations. Compensation range \$324–\$922,512; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$458,837); for reference, expenses \$446,412 and assets \$16,507.

ROLE MATCH	Genesis Davila, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	11 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	10 <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 (Genesis Davila) 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 793 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,750 is reasonable (approximately the 11<sup>th</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 10, 2026.