

Our Zero Waste Future Incorporated

Executive Director / CEO

EIN 881264725
 MD · NTEE C99
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Dante Swinton, Executive Director / CEO** (\$11,440) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

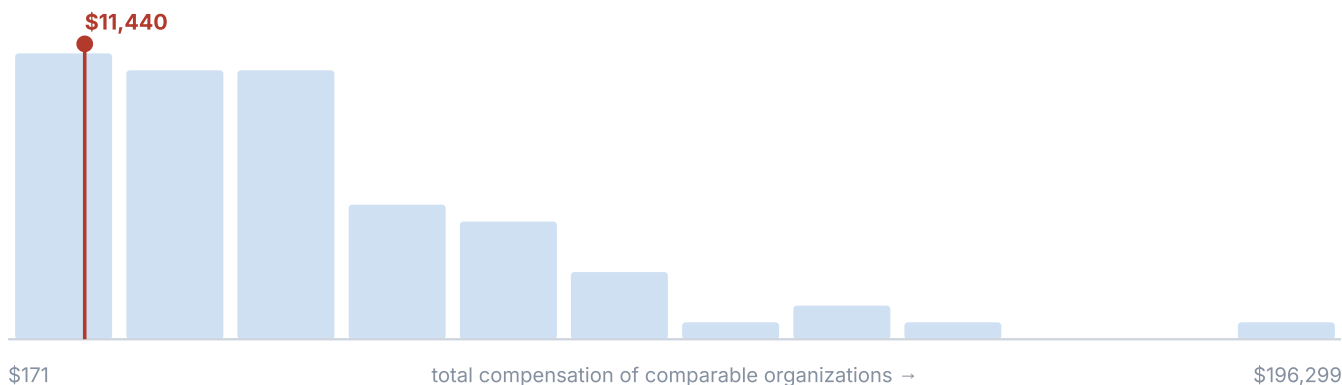
Benchmarked executive: Dante Swinton — reported title “Executive Dir”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C99).
BUDGET	Total revenue between \$49,777 and \$111,442 — 0.67x to 1.50x the subject's \$74,295 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,710	\$17,637	\$37,434	\$62,759	\$84,764	\$11,440
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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 MD 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
Carmel River Watershed Conservancy	CA	\$74,463	Executive Director/vice President	\$48,000	\$45,644	2023
Around The World In Eighty Fabrics	CA	\$73,510	Director	\$5,652	\$5,220	2024
2c Mississippi Towards Sustainable	MS	\$73,380	President	\$61,091	\$74,926	2023
Dahlia Hill Society Of Midland	MI	\$76,529	Executive Di	\$43,141	\$47,629	2024
Ecocity Builders	CA	\$76,917	Executive Director	\$78,460	\$72,467	2024
Damascus Citizens For Sustainability Inc	PA	\$77,599	Chairperson	\$22,500	\$24,000	2024
Little Miami Watershed Network	OH	\$70,815	Executive Di	\$25,000	\$29,159	2023
Looptfoundation	OR	\$78,031	Executive Di	\$33,000	\$33,748	2023
Meeker Memorial Hospital Foundation	MN	\$70,214	Foundation Director	\$12,154	\$12,846	2024
Go Alliance	OR	\$70,080	Director, President, Executive Director	\$76,680	\$76,167	2024
Curry Community Cares Inc	OR	\$78,732	Store Manager	\$22,600	\$23,112	2023
Center For Ecological Living & Learning	MD	\$69,268	President	\$94,952	\$94,952	2024
Clean And Sustainable Energy Fund	MI	\$79,740	Secretary	\$2,330	\$2,572	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Historic Trails Center	WY	\$68,225	Executive Director	\$40,000	\$45,815	2024
Community Counts Colorado Inc	CO	\$67,973	Executive Di	\$23,100	\$24,392	2023
Little Falls Watershed Alliance Inc	MD	\$80,704	Executive Director	\$39,343	\$40,505	2023
Pines And Prairies Land Trust	TX	\$67,739	Executive Director	\$76,210	\$83,950	2023
Lake Erie Waterkeeper Inc	OH	\$67,619	Executive Director	\$6,000	\$6,797	2024
Foothill Conservancy	CA	\$66,411	Executive Director	\$26,926	\$24,869	2024
Solar Austin	TX	\$66,281	Executive Director	\$26,833	\$28,710	2024
Conservation Collective	NC	\$82,427	Executive Director	\$24,125	\$26,663	2024
Oakfield Conservation Club	WI	\$65,968	President	\$500	\$575	2023
Trails Of Mississippi Inc	MS	\$82,843	Executive Director	\$63,175	\$77,483	2023
Snwa Water Efficiency Improvement	NV	\$86,082	President	\$114,829	\$119,942	2025
Network Of Oregon Watershed Councils	OR	\$86,114	Former Executive Director	\$17,756	\$17,637	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **73** organizations. Compensation range \$171–\$196,299; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$74,295); for reference, expenses \$122,542 and assets \$51,303. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dante Swinton, reported title " <i>Executive Dir</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	16 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	14 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 (Dante Swinton) 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 73 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,440 is reasonable (approximately the 16th 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.