



Board of Directors Meeting

July 30, 2025, at 1:30 p.m. CT

City of Gulf Breeze Council Chambers

1070 Shoreline Drive, Gulf Breeze, FL 32561

1. Call to Order

2. Roll Call

3. Public Comment

4. Approval of Board Agenda

Recommend the Board approve the July 30, 2025, meeting agenda.

5. Approval of May 21, 2025, Board Minutes

Recommend the Board approve the May 21, 2025, meeting minutes.

6. Staff Updates

- a. Director's Update
- b. Technical Update
- c. Outreach Update

7. Action Items

a. Approval of Quarterly Financial Statements

Recommend the Board approve the FY24-25 Second Quarter Financial Statements.

b. Approval of FY23-24 990 Form

Recommend the Board approve, and authorize the Executive Director to sign, the FY23-24 990 Form.

c. Approval of FY24-25 Mid-year Budget Amendment

Recommend the Board approve the FY24-25 Mid-year Budget Amendment.

d. Approval of Proposed FY25-26 Operating Budget

Recommend the Board approve the proposed FY25-26 Operating Budget.

e. Approval of Health Insurance Coverage Renewal with the Florida League of Cities

Recommend the Board approve of health insurance coverage renewal with the Florida League of Cities.

f. Approval of a Professional Services Contract with Arrow Group, LLC for Lobbying Services

Recommend the Board approve a contract with Arrow Group, LLC for strategic consulting and



lobbying services on a month-to-month basis at a monthly rate of \$1,000.

- g. Approval of Florida Fish and Wildlife Conservation Commission Purchase Order C5E6CC, in the amount of \$98,000, for the 2025 Seagrass Mapping Project**
Recommend the Board approve and accept Florida Fish and Wildlife Conservation Commission Purchase Order C5E6CC, in the amount of \$98,000, for the 2025 Seagrass Mapping Project.
- h. Ratifying approval of an Agreement with Orange Beach, AL, in the amount of \$35,000 for the National Fish and Wildlife Foundation Marine Debris Project**
Recommend the Board ratify approval of an agreement with Orange Beach, AL, in the amount of \$35,000, for the National Fish and Wildlife Foundation Marine Debris Project.
- i. Approval of a Contract Amendment with the University of Southern Mississippi, in the amount of \$38,884, to complete the Annual Tier II Seagrass Monitoring**
Recommend the Board approve, and authorize the Executive Director to sign, a Contract Amendment with University of Southern Mississippi, in the amount of \$38,884, to complete the Annual Tier II Seagrass Monitoring.

8. Committee Updates

9. Board Updates

10. Public Comment

11. Adjourn



Board of Directors Meeting Minutes

May 21, 2025, at 1:30 p.m. CT
Santa Rosa County BOCC Chambers
6495 Caroline Steet, Milton, FL 32570

Meeting Recording

Members Present

Colten Wright, Chair	Santa Rosa County
Jared Moore, Vice Chair	City of Pensacola
Mike Kohler	Escambia County
Tim Burr	City of Gulf Breeze
Vernon Compton	City of Milton
Ashlee Hofberger	Escambia County
Mike Norberg	Okaloosa County
Kerry Smith	Santa Rosa County

Members Absent

Woody Speed City of Orange Beach

Interested Parties Present

Matt Posner	PPBEP
Whitney Scheffel	PPBEP
Bailey Walkinshaw	PPBEP
Mary Jane Bass	Beggs & Lane
Darryl Boudreau	NWFWMD
Kate Dawson	Moffatt & Nichol
Tyler Jacobs	Moffatt & Nichol
Paul Looney	WRA

1. Call to Order

2. Roll Call (*Matt Posner, Executive Director*)
Staff called the roll. A quorum was present.

3. Public Comment
None

4. Approval of Board Agenda
The agenda was changed by moving Items 7a and 7b to the next board meeting.
Commissioner Kerry Smith (Santa Rosa County) made a motion to approve the agenda.
Commissioner Colten Wright (Santa Rosa County) seconded the motion. The motion passed



unanimously.

5. Approval of March 26, 2025, Board Minutes

Vernon Compton (City of Milton) requested Landowner Resource Management Service to be added to the partnership acknowledgements listed in the third board update.

Councilperson Jared Moore (City of Pensacola) made a motion to approve the March 26, 2025, meeting minutes with the requested change. Commissioner Mike Kohler (Escambia County) seconded the motion. The motion passed unanimously.

6. Staff Updates

a. Director's Update (*Matt Posner, Executive Director*)

i. NFWF Awards \$10 Million to PPBEP for Oyster Restoration Initiative

Staff shared that the National Fish and Wildlife Foundation approved a \$10 million award to PPBEP for the Oyster Restoration Initiative.

ii. EPA and RESTORE Visit

Staff joined Escambia County staff for a visit with the new regional EPA administrator along with the RESTORE council.

iii. Panhandle Estuarine Restoration Team Meeting

Staff attended the 7th Annual Panhandle Estuarine Restoration Team (PERT) meeting at Camp Helen. *Zach Schang (Project Coordinator)* will be taking over *Matt Posner's (Executive Director)* co-chair role for PERT.

iv. 4th Annual Management Conference Meeting

PPBEP held its 4th Annual Management Conference Meeting with Chief Dan Helms as keynote speaker. Staff thanked the board members that were able to be in attendance and gave a brief overview of the breakout sessions.

v. Strategic Planning

Staff are currently undergoing a strategic planning effort with idgroup. There will be a session scheduled with board members in the future.

vi. Events, Legislative Updates, and Appointments

1. Florida Legislative Updates

A. PPBEP appropriation is included in the draft budget, however the budget still needs to be approved.

B. The Water Management District Watershed Partnership Program is a request of \$25million for Northwest District projects from Perdido to St. Marks.

2. National Estuary Program Appropriation

Staff have established a relationship with Representative Jimmy Patronis' office and submitted language requesting for PPBEP to be added in the



administration's budget for National Estuary Programs through his office.

3. Santa Rosa County Land Development Code Task Force
Staff are serving on the Santa Rosa County Land Development Code Task Force and anticipate the task force will wrap up in early June.
 4. NFWF National Coastal Resilience Fund Pre-Proposals
Staff anticipate hearing back within the next few weeks if pre-proposals for the Carpenter Creek Restoration design or Deadman's Island Restoration preliminary design are invited for full proposal submission.
 5. Sedimentation Action Plan RFQ
Staff have released a Request for Qualifications for the Sedimentation Action Plan as part of NOAA Transformational Habitat grant that was awarded for the Oyster Restoration Initiative. The intention of the action plan is to identify primary sources of sedimentation, set a goal target, and develop a list of prioritized projects.
 6. Living Shoreline Assistance Program
Staff launched the Living Shoreline Assistance Program (LSAP) in Alabama covering the Perdido Bay Watershed area and have received 35 applications. Staff have completed 16 site assessments so far. The first open house for the Florida side had 17 attendees. Staff anticipate launching LSAP for the Pensacola Bay watershed area around August of this year.
 7. Oyster Shell Recycling Program
Staff reported that over 100 tons of oyster shells have been collected, surpassing the grant deliverable mark. The recycled shell will be used for future restoration projects and helps save space in landfills. The Oyster Shell Recycling Program recently welcomed Atlas Oyster House as a new restaurant shell recycling partner.
- b. **Technical Update** (*Whitney Scheffel, Senior Scientist*)
- i. **Oyster Spat and Larval Monitoring**
Staff have begun field work for oyster spat and larval monitoring in partnership with the Environmental Protection Agency, University of West Florida, and Dauphin Island Sea Lab. Staff shared an overview of the spat array prototype design and ongoing field work. Ten sites across Pensacola Bay will be monitored to assess spat settlement and larval sampling, which will be used to inform the Oyster Restoration Initiative efforts. Full deployment of the array is expected by late May or early June, following adjustments to the prototype. Staff have met with Jacobs to discuss design and placement for the initial 100 hectares.



for a private Wounded Warriors group, so the next publicly available paddle tour will be in July.

vi. Upcoming Events:

1. VOG Volunteer Event
2. World Ocean's Day Paddle Tour for Wounded Warrior Group
3. Summer Seagrass Sleuths Returns in June

vii. Community Grant Program

Staff provided updates on 2024-2025 award cycle Community Grant recipients and a brief overview on the 2025-2026 pre-application response for the Community Grant Program.

7. Action Items

a. Approval of Quarterly Financial Statements

This action item was moved to the next board meeting.

b. Approval of FY24-25 Mid-year Budget Amendment

This action item was moved to the next board meeting.

c. Ratifying Approval of a Contract with Moffatt & Nichol, Inc. for P2425-01 Carpenter Creek Restoration Design and Permitting Services

Councilperson Jared Moore (City of Pensacola) made a motion to ratify approval of a contract with Moffatt & Nichol, Inc. for P2425-01 Carpenter Creek Restoration Design and Permitting Services, in the amount of \$691,769.68 for base services and \$3,361,516.86 for optional services, for a total contract value of \$4,082,786.54. Vernon Compton (City of Milton) seconded the motion. The motion passed unanimously.

d. Approval of Revisions to the FY25-26 Community Grant Program Process

Commissioner Mike Kohler (Escambia County) made a motion to approve changes to the Community Grant Program process beginning in the FY25-26 cycle. Vernon Compton (City of Milton) seconded the motion. The motion passed unanimously.

e. Approval of Florida Department of Environmental Protection Grant Agreement No. DH019, in the amount of \$2,858,000, for the Pensacola and Perdido Watersheds Microbial Source Tracking Project

Vernon Compton (City of Milton) made a motion to approve, and authorize the Executive Director to sign, Florida Department of Environmental Protection Grant Agreement No. DH019, in the amount of \$2,858,000, for the Pensacola and Perdido Watersheds Microbial Source Tracking Project. Councilperson Jared Moore (City of Pensacola) seconded the motion. The motion passed unanimously.

8. Committee Updates

None



9. Board Updates

None

10. Public Comment

None

11. Adjourned



Agenda Item 7.a.

Approval of Quarterly Financial Statements

Background: The enclosed fiscal year 2024-2025 second quarter financial statements cover the period January 1, 2025 through March 31, 2025. Included is the Statement of Financial Position, Statement of Activity by Class, Statement of Activity, and the General Ledger.

Recommendation: Recommend the Board approve the FY24-25 Second Quarter Financial Statements.

Financial Impact: As of March 31, 2025, PPBEP had \$981,938.68 in total assets and \$828,535.57 in total liabilities.

Legal Review: N/A

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Financial Position

As of March 31, 2025

	TOTAL	
	AS OF MAR 31, 2025	AS OF MAR 31, 2024 (PY)
ASSETS		
Current Assets		
Bank Accounts		
10000 PPBEP GENERAL OPERATING ACCOUNT (7393)	70,763.38	85,594.38
10100 PPBEP PAYROLL ACCOUNT (7407)	30,686.82	10,868.79
10200 PPBEP GRANT FUND ACCOUNT (7431)	104,973.98	
10300 PPBEP DONATION ACCOUNT (7423)	61,240.72	26,936.42
Total Bank Accounts	\$267,664.90	\$123,399.59
Accounts Receivable		
12000 Accounts Receivable (A/R)	0.00	0.00
310003-12000 AR Grant - UWF FY23-24 Appropriation	105,000.73	
310004-12000 AR Grant - NOAA IJJA Pensacola	254,421.87	
310005-12000 AR Grant - NOAA IJJA Perdido	23,886.34	
310006-12000 AR Grant - NOAA IJJA RAE	15,064.32	
310008-12000 AR Grant - DEP L099	45,546.76	
310009-12000 AR Grant - DEP RES13	5,849.48	
310010-12000 AR Grant - Resilient FL	3,554.00	
310011-12000 AR Grant - NOAA BWET	3,955.44	
310012-12000 AR Grant - EPA Trash Free Waters	219.00	
Total 12000 Accounts Receivable (A/R)	457,497.94	0.00
Total Accounts Receivable	\$457,497.94	\$0.00
Other Current Assets		
13000 Prepaid expenses	8,594.87	3,608.24
13400 Due from Donations Account	31,108.55	
13450 Due from GOA/Payroll Account	171,303.95	
Total Other Current Assets	\$211,007.37	\$3,608.24
Total Current Assets	\$936,170.21	\$127,007.83
Fixed Assets		
15100 Vehicles	47,026.00	
15200 Machinery & Equipment	2,957.00	
15900 Accumulated depreciation	-4,214.53	
Total Fixed Assets	\$45,768.47	\$0.00
TOTAL ASSETS	\$981,938.68	\$127,007.83

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Financial Position

As of March 31, 2025

	TOTAL	
	AS OF MAR 31, 2025	AS OF MAR 31, 2024 (PY)
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
20000 Accounts Payable (A/P)	144,753.87	11,959.43
Total Accounts Payable	\$144,753.87	\$11,959.43
Credit Cards		
20500 HW Purchasing Card	11,948.67	1,890.45
Total Credit Cards	\$11,948.67	\$1,890.45
Other Current Liabilities		
22000 Payroll wages and tax to pay	0.00	3,221.53
22100 Payroll tax to pay	4,330.51	
22220 FL SUI payable	0.00	1,820.33
22300 Retirement contributions payable	693.25	
Total 22000 Payroll wages and tax to pay	5,023.76	5,041.86
23100 Insurance Payable	0.00	2,507.70
24500 Deferred Revenue		
310002-24500 DR Grant - FDEP OWP02	464,396.77	
Total 24500 Deferred Revenue	464,396.77	
27100 Due to Grant Account	202,412.50	
Total Other Current Liabilities	\$671,833.03	\$7,549.56
Total Current Liabilities	\$828,535.57	\$21,399.44
Total Liabilities	\$828,535.57	\$21,399.44
Equity		
39000 Net Assets	48,521.16	
Net Revenue	104,881.95	105,608.39
Total Equity	\$153,403.11	\$105,608.39
TOTAL LIABILITIES AND EQUITY	\$981,938.68	\$127,007.83

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

January - March, 2025

	TOTAL	
	JAN - MAR, 2025	JAN - MAR, 2024 (PY)
Revenue		
40000 Contributed income		6,601.10
310000-40000 Contributed Income - Operating	3,500.00	
45000 Corporate & foundation grants		
310003-45000 Corporate & foundation grants - UWF FY23-24 Appropriation	28,670.31	
310007-45000 Corporate & foundation grants - FLRACEP	2,936.90	
Total 45000 Corporate & foundation grants	31,607.21	
46000 Government grants & contracts		
310002-46000 Government grants & contracts - FDEP OWP02	12,895.60	
310004-46000 Government grants & contracts - NOAA IJJA Pensacola	475,378.02	
310005-46000 Government grants & contracts - NOAA IJJA Perdido	23,730.48	
310006-46000 Government grants & contracts - NOAA IJJA RAE	14,351.53	
310008-46000 Government grants & contracts - DEP L099	37,310.64	
310009-46000 Government grants & contracts - DEP RES13	5,550.56	
310010-46000 Government grants & contracts - Resilient FL	1,973.79	
310011-46000 Government grants & contracts - NOAA BWET	2,167.74	
Total 46000 Government grants & contracts	573,358.36	
47000 In-kind donations		
310000-47000 In-Kind Donations - Operating	7,000.00	
Total 47000 In-kind donations	7,000.00	
Total 40000 Contributed income	615,465.57	6,601.10
48000 Donations	0.00	540.00
310001-48000 Donations	2,800.00	
Total 48000 Donations	2,800.00	540.00
87000 Investment income		
87100 Interest Income		2,353.55
310000-87100 Interest Income - Operating	4,387.29	
Total 87100 Interest Income	4,387.29	2,353.55
Total 87000 Investment income	4,387.29	2,353.55
Total Revenue	\$622,652.86	\$9,494.65
Expenditures		
60000 Payroll expenses		670.00
60010 Salaries & wages		89,011.77
310000-60010 Salaries & wages - Operating	43,830.43	
310001-60010 Salaries & wages - Donations	292.50	
310002-60010 Salaries & wages - FDEP OWP02	8,655.50	
310003-60010 Salaries & wages - UWF FY23-24 Appropriation	22,559.88	
310004-60010 Salaries & wages - NOAA IJJA Pensacola	36,317.93	

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

January - March, 2025

	TOTAL	
	JAN - MAR, 2025	JAN - MAR, 2024 (PY)
310005-60010 Salaries & wages - NOAA IJJA Perdido	10,277.78	
310006-60010 Salaries & wages - NOAA IJJA RAE	2,396.16	
310007-60010 Salaries & wages - FLRACEP	874.34	
310008-60010 Salaries & wages - DEP L099	7,577.31	
310009-60010 Salaries & wages - DEP RES13	4,390.47	
310010-60010 Salaries & wages - Resilient FL	1,545.44	
Total 60010 Salaries & wages	138,717.74	89,011.77
60210 FICA tax		6,809.45
310000-60210 FICA tax - Operating	3,217.04	
310001-60210 FICA tax - Donations	22.38	
310002-60210 FICA tax - FDEP OWP02	577.34	
310003-60210 FICA tax - UWF FY23-24 Appropriation	1,598.10	
310004-60210 FICA tax - NOAA IJJA Pensacola	2,554.08	
310005-60210 FICA tax - NOAA IJJA Perdido	751.34	
310006-60210 FICA tax - NOAA IJJA RAE	172.08	
310007-60210 FICA tax - FLRACEP	59.87	
310008-60210 FICA tax - DEP L099	563.30	
310009-60210 FICA tax - DEP RES13	303.35	
310010-60210 FICA tax - Resilient FL	107.84	
Total 60210 FICA tax	9,926.72	6,809.45
60230 FL SUTA		956.35
310000-60230 FL SUTA - Operating	-170.24	
Total 60230 FL SUTA	-170.24	956.35
60300 Health insurance & accident plans		15,832.11
310000-60300 Health insurance & accident plans - Operating	3,244.25	
310001-60300 Health insurance & accident plans - Donations	98.61	
310002-60300 Health insurance & accident plans - FDEP OWP02	743.87	
310003-60300 Health insurance & accident plans - UWF FY23-24 Appropriation	2,069.18	
310004-60300 Health insurance & accident plans - NOAA IJJA Pensacola	3,826.94	
310005-60300 Health insurance & accident plans - NOAA IJJA Perdido	1,400.28	
310006-60300 Health insurance & accident plans - NOAA IJJA RAE	307.19	
310007-60300 Health insurance & accident plans - FLRACEP	40.08	
310008-60300 Health insurance & accident plans - DEP L099	980.12	
310009-60300 Health insurance & accident plans - DEP RES13	431.54	
310010-60300 Health insurance & accident plans - Resilient FL	213.72	
Total 60300 Health insurance & accident plans	13,355.78	15,832.11
60301 HSA ER		4,000.00
310000-60301 HSA ER - Operating	7,700.00	
Total 60301 HSA ER	7,700.00	4,000.00

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

January - March, 2025

	TOTAL	
	JAN - MAR, 2025	JAN - MAR, 2024 (PY)
60340 Reimbursement		4,884.93
310000-60340 Reimbursement - Operating	523.73	
310005-60340 Reimbursement - NOAA IJJA Perdido	52.63	
310007-60340 Reimbursement - FLRACEP	80.01	
Total 60340 Reimbursement	656.37	4,884.93
60400 Employee retirement plan		
310000-60400 Employee retirement plan - Operating	3,839.12	
310002-60400 Employee retirement plan - FDEP OWP02	567.58	
310003-60400 Employee retirement plan - UWF FY23-24 Appropriation	2,443.15	
310004-60400 Employee retirement plan - NOAA IJJA Pensacola	3,758.22	
310005-60400 Employee retirement plan - NOAA IJJA Perdido	1,196.65	
310006-60400 Employee retirement plan - NOAA IJJA RAE	383.79	
310007-60400 Employee retirement plan - FLRACEP	372.14	
310008-60400 Employee retirement plan - DEP L099	951.36	
310009-60400 Employee retirement plan - DEP RES13	425.20	
310010-60400 Employee retirement plan - Resilient FL	106.79	
Total 60400 Employee retirement plan	14,044.00	
60500 Payroll fees		
310000-60500 Payroll fees - Operating	671.67	
Total 60500 Payroll fees	671.67	
Total 60000 Payroll expenses	184,902.04	122,164.61
62000 Occupancy		
62100 Rent		
310000-62100 Rent - Operating	21,000.00	
310001-62100 Rent - Donations	700.00	
310005-62100 Rent - NOAA IJJA Perdido	250.00	
Total 62100 Rent	21,950.00	
62300 Utilities		151.53
310000-62300 Utilities - Operating	151.68	
Total 62300 Utilities	151.68	151.53
Total 62000 Occupancy	22,101.68	151.53
63000 Travel		
63010 Airfare		
310011-63010 Airfare - NOAA BWET	1,247.74	
Total 63010 Airfare	1,247.74	
63020 Conference Expense		1,250.00
310000-63020 Conference expense - Operating	695.00	
310011-63020 Conference expense - NOAA BWET	920.00	
Total 63020 Conference Expense	1,615.00	1,250.00

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

January - March, 2025

	TOTAL	
	JAN - MAR, 2025	JAN - MAR, 2024 (PY)
63030 Hotels		5,189.00
310000-63030 Hotel - Operating	139.00	
Total 63030 Hotels	139.00	5,189.00
63040 Parking & tolls		
310000-63040 Parking & tolls - Operating	16.36	
310007-63040 Parking & tolls - FLRACEP	5.25	
Total 63040 Parking & tolls	21.61	
63050 Vehicle rental		1,139.74
Total 63000 Travel	3,023.35	7,578.74
63100 Vehicle expenses		
63110 Vehicle gas & fuel		182.99
310000-63110 Vehicle gas & fuel - Operating	149.20	
Total 63110 Vehicle gas & fuel	149.20	182.99
Total 63100 Vehicle expenses	149.20	182.99
64000 Office expenses		-0.06
310000-64000 Office expenses - Operating	872.03	
64050 Bank fees & service charges		3.50
310000-64050 Bank fees & service charges - Operating	601.86	
310001-64050 Bank fees & service charges - Donations	10.50	
Total 64050 Bank fees & service charges	612.36	3.50
64100 Equipment lease & maintenance		42.01
310000-64100 Equipment lease & maintenance - Operating	100.85	
Total 64100 Equipment lease & maintenance	100.85	42.01
64150 Memberships & subscriptions		778.68
310000-64150 Memberships & subscriptions - Operating	470.33	
310001-64150 Memberships & subscriptions - Donations	55.27	
Total 64150 Memberships & subscriptions	525.60	778.68
64200 Merchant account fees		116.86
64250 Office supplies		955.66
310000-64250 Office supplies - Operating	552.59	
310005-64250 Office supplies - NOAA IJA Perdido	32.98	
Total 64250 Office supplies	585.57	955.66
64300 Parking (deleted)		10.19
64350 Printing & photocopying		141.00
310000-64350 Printing & photocopying - Operating	895.00	
Total 64350 Printing & photocopying	895.00	141.00
64400 Shipping & postage		9.65
64450 Small tools & equipment		1,503.11

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

January - March, 2025

	TOTAL	
	JAN - MAR, 2025	JAN - MAR, 2024 (PY)
64500 Software & apps		1,056.54
310000-64500 Software & apps - Operating	1,029.97	
Total 64500 Software & apps	1,029.97	1,056.54
Total 64000 Office expenses	4,621.38	4,617.14
64275 Business license & fees		
310000-64275 Business license & fees - Operating	143.48	
Total 64275 Business license & fees	143.48	
65000 Insurance		4,712.46
310000-65000 Insurance - Operating	3,441.86	
Total 65000 Insurance	3,441.86	4,712.46
65100 Advertising & marketing		
310000-65100 Advertising & marketing - Operating	160.83	
310001-65100 Advertising & marketing - Donations	6,144.89	
310005-65100 Advertising & marketing - NOAA IJJA Perdido	865.92	
310006-65100 Advertising & marketing - NOAA IJJA RAE	621.00	
65102 Website ads		244.00
310000-65102 Websites ads - Operating	176.00	
Total 65102 Website ads	176.00	244.00
Total 65100 Advertising & marketing	7,968.64	244.00
65700 Contract & professional fees		
310000-65700 Contract & professional fees - Operating	41,345.50	
310004-65700 Contract & professional fees - NOAA IJJA Pensacola	130,521.90	
310005-65700 Contract & professional fees - NOAA IJJA Perdido	5,500.00	
310008-65700 Contract & professional fees - DEP L099	9,375.00	
65200 Legal fees		3,510.00
310000-65200 Legal fees - Operating	522.50	
Total 65200 Legal fees	522.50	3,510.00
65300 Accounting fees		14,914.43
Total 65700 Contract & professional fees	187,264.90	18,424.43
65720 Service charges		70.00
65800 Supplies		259.14
310000-65800 Supplies - Operating	428.14	
310001-65800 Supplies - Donations	106.56	
310004-65800 Supplies - NOAA IJJA Pensacola	124.19	
310005-65800 Supplies - NOAA IJJA Perdido	332.84	
310006-65800 Supplies - NOAA IJJA RAE	15.99	
Supplies & materials (deleted)		786.28
Total 65800 Supplies	1,007.72	1,045.42
65901 Meals		137.50

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

January - March, 2025

	TOTAL	
	JAN - MAR, 2025	JAN - MAR, 2024 (PY)
66050 Training and Safety		
310000-66050 Training and Safety - Operating	63.00	
Total 66050 Training and Safety	63.00	
66101 Awards & grants to others		
310004-66101 Awards & grants to others - NOAA IJJA Pensacola	298,274.76	
310005-66101 Awards & grants to others - NOAA IJJA Perdido	3,070.06	
310006-66101 Awards & grants to others - NOAA IJJA RAE	10,307.48	
310008-66101 Awards & grants to others - DEP L099	17,863.55	
Total 66101 Awards & grants to others	329,515.85	
66102 Community Involvement		
310001-66102 Community Involvement - Donations	442.36	
Total 66102 Community Involvement	442.36	
81700 Other Business Expenses		750.00
Total Expenditures	\$744,645.46	\$160,078.82
NET OPERATING REVENUE	\$ -121,992.60	\$ -150,584.17
Other Expenditures		
81000 Depreciation		
310002-81000 Depreciation - FDEP OWP02	2,351.31	
310006-81000 Depreciation - NOAA IJJA RAE	147.84	
Total 81000 Depreciation	2,499.15	
Total Other Expenditures	\$2,499.15	\$0.00
NET OTHER REVENUE	\$ -2,499.15	\$0.00
NET REVENUE	\$ -124,491.75	\$ -150,584.17

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

October 2024 - March 2025

	TOTAL	
	OCT 2024 - MAR 2025	OCT 2023 - MAR 2024 (PY)
Revenue		
40000 Contributed income		375,069.02
310000-40000 Contributed Income - Operating	3,500.00	
45000 Corporate & foundation grants		
310003-45000 Corporate & foundation grants - UWF FY23-24 Appropriation	55,345.17	
310007-45000 Corporate & foundation grants - FLRACEP	11,261.12	
Total 45000 Corporate & foundation grants	66,606.29	
46000 Government grants & contracts		
310002-46000 Government grants & contracts - FDEP OWP02	94,379.78	
310004-46000 Government grants & contracts - NOAA IJJA Pensacola	572,169.28	
310005-46000 Government grants & contracts - NOAA IJJA Perdido	54,118.87	
310006-46000 Government grants & contracts - NOAA IJJA RAE	37,487.07	
310008-46000 Government grants & contracts - DEP L099	44,082.91	
310009-46000 Government grants & contracts - DEP RES13	5,849.48	
310010-46000 Government grants & contracts - Resilient FL	2,032.92	
310011-46000 Government grants & contracts - NOAA BWET	2,141.53	
Total 46000 Government grants & contracts	812,261.84	
47000 In-kind donations		
310000-47000 In-Kind Donations - Operating	17,500.00	
Total 47000 In-kind donations	17,500.00	
Total 40000 Contributed income	899,868.13	375,069.02
48000 Donations	0.00	18,505.05
310001-48000 Donations	21,229.60	
Total 48000 Donations	21,229.60	18,505.05
49000 Membership Fees		
310000-49000 Membership Fees - Operating	318,593.55	
Total 49000 Membership Fees	318,593.55	
87000 Investment income		
87100 Interest Income		5,294.63
310000-87100 Interest Income - Operating	6,515.29	
Total 87100 Interest Income	6,515.29	5,294.63
Total 87000 Investment income	6,515.29	5,294.63
Total Revenue	\$1,246,206.57	\$398,868.70

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

October 2024 - March 2025

	TOTAL	
	OCT 2024 - MAR 2025	OCT 2023 - MAR 2024 (PY)
Expenditures		
60000 Payroll expenses		1,370.00
60010 Salaries & wages		149,677.33
310000-60010 Salaries & wages - Operating	76,762.50	
310001-60010 Salaries & wages - Donations	40.26	
310002-60010 Salaries & wages - FDEP OWP02	9,779.37	
310003-60010 Salaries & wages - UWF FY23-24 Appropriation	43,204.92	
310004-60010 Salaries & wages - NOAA IJJA Pensacola	58,754.63	
310005-60010 Salaries & wages - NOAA IJJA Perdido	15,980.33	
310006-60010 Salaries & wages - NOAA IJJA RAE	5,479.23	
310007-60010 Salaries & wages - FLRACEP	7,405.06	
310008-60010 Salaries & wages - DEP L099	12,382.12	
310009-60010 Salaries & wages - DEP RES13	4,621.55	
310010-60010 Salaries & wages - Resilient FL	1,498.71	
Total 60010 Salaries & wages	235,908.68	149,677.33
60210 FICA tax		11,450.39
310000-60210 FICA tax - Operating	5,539.68	
310001-60210 FICA tax - Donations	6.51	
310002-60210 FICA tax - FDEP OWP02	656.78	
310003-60210 FICA tax - UWF FY23-24 Appropriation	3,138.84	
310004-60210 FICA tax - NOAA IJJA Pensacola	4,161.14	
310005-60210 FICA tax - NOAA IJJA Perdido	1,172.84	
310006-60210 FICA tax - NOAA IJJA RAE	395.13	
310007-60210 FICA tax - FLRACEP	521.27	
310008-60210 FICA tax - DEP L099	919.52	
310009-60210 FICA tax - DEP RES13	316.75	
310010-60210 FICA tax - Resilient FL	104.52	
Total 60210 FICA tax	16,932.98	11,450.39
60230 FL SUTA		1,820.38
310000-60230 FL SUTA - Operating	-830.32	
310001-60230 FL SUTA - Donations	-23.91	
310002-60230 FL SUTA - FDEP OWP02	-376.65	
310003-60230 FL SUTA - UWF FY23-24 Appropriation	-447.89	
310004-60230 FL SUTA - NOAA IJJA Pensacola	-50.25	
310005-60230 FL SUTA - NOAA IJJA Perdido	-20.02	
310006-60230 FL SUTA - NOAA IJJA RAE	-39.77	
310007-60230 FL SUTA - FLRACEP	-36.77	
310008-60230 FL SUTA - DEP L099	-4.97	
310010-60230 FL SUTA - Resilient FL	-0.72	
310011-60230 FL SUTA - NOAA BWET	-26.21	
Total 60230 FL SUTA	-1,857.48	1,820.38

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

October 2024 - March 2025

	TOTAL	
	OCT 2024 - MAR 2025	OCT 2023 - MAR 2024 (PY)
60300 Health insurance & accident plans		27,750.51
310000-60300 Health insurance & accident plans - Operating	7,150.36	
310001-60300 Health insurance & accident plans - Donations	172.99	
310002-60300 Health insurance & accident plans - FDEP OWP02	897.49	
310003-60300 Health insurance & accident plans - UWF FY23-24 Appropriation	4,967.79	
310004-60300 Health insurance & accident plans - NOAA IJJA Pensacola	6,993.29	
310005-60300 Health insurance & accident plans - NOAA IJJA Perdido	2,470.83	
310006-60300 Health insurance & accident plans - NOAA IJJA RAE	812.61	
310007-60300 Health insurance & accident plans - FLRACEP	663.79	
310008-60300 Health insurance & accident plans - DEP L099	1,882.25	
310009-60300 Health insurance & accident plans - DEP RES13	485.98	
310010-60300 Health insurance & accident plans - Resilient FL	238.51	
Total 60300 Health insurance & accident plans	26,735.89	27,750.51
60301 HSA ER		4,000.00
310000-60301 HSA ER - Operating	8,700.00	
Total 60301 HSA ER	8,700.00	4,000.00
60340 Reimbursement		4,884.93
310000-60340 Reimbursement - Operating	2,870.33	
310001-60340 Reimbursement - Donations	203.24	
310002-60340 Reimbursement - FDEP OWP02	-5.01	
310003-60340 Reimbursement - UWF FY23-24 Appropriation	-23.58	
310004-60340 Reimbursement - NOAA IJJA Pensacola	-25.59	
310005-60340 Reimbursement - NOAA IJJA Perdido	42.63	
310006-60340 Reimbursement - NOAA IJJA RAE	1,010.98	
310007-60340 Reimbursement - FLRACEP	79.59	
310008-60340 Reimbursement - DEP L099	-12.32	
310010-60340 Reimbursement - Resilient FL	-0.53	
Total 60340 Reimbursement	4,139.74	4,884.93
60400 Employee retirement plan		
310000-60400 Employee retirement plan - Operating	6,792.74	
310001-60400 Employee retirement plan - Donations	199.50	
310002-60400 Employee retirement plan - FDEP OWP02	948.45	
310003-60400 Employee retirement plan - UWF FY23-24 Appropriation	4,505.09	
310004-60400 Employee retirement plan - NOAA IJJA Pensacola	5,808.40	
310005-60400 Employee retirement plan - NOAA IJJA Perdido	2,006.38	
310006-60400 Employee retirement plan - NOAA IJJA RAE	759.50	
310007-60400 Employee retirement plan - FLRACEP	501.41	
310008-60400 Employee retirement plan - DEP L099	1,677.76	
310009-60400 Employee retirement plan - DEP RES13	425.20	
310010-60400 Employee retirement plan - Resilient FL	192.43	
Total 60400 Employee retirement plan	23,816.86	

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

October 2024 - March 2025

	TOTAL	
	OCT 2024 - MAR 2025	OCT 2023 - MAR 2024 (PY)
60500 Payroll fees		
310000-60500 Payroll fees - Operating	1,163.67	
Total 60500 Payroll fees	1,163.67	
Total 60000 Payroll expenses	315,540.34	200,953.54
62000 Occupancy		
62100 Rent		
310000-62100 Rent - Operating	42,000.00	
310001-62100 Rent - Donations	700.00	
310005-62100 Rent - NOAA IJJA Perdido	250.00	
Total 62100 Rent	42,950.00	
62300 Utilities		304.22
310000-62300 Utilities - Operating	303.35	
Total 62300 Utilities	303.35	304.22
Total 62000 Occupancy	43,253.35	304.22
63000 Travel		
63010 Airfare		34.00
310011-63010 Airfare - NOAA BWET	1,247.74	
Total 63010 Airfare	1,247.74	34.00
63020 Conference Expense		1,250.00
310000-63020 Conference expense - Operating	695.00	
310011-63020 Conference expense - NOAA BWET	920.00	
Total 63020 Conference Expense	1,615.00	1,250.00
63030 Hotels		7,886.20
310000-63030 Hotel - Operating	139.00	
310004-63030 Hotel - NOAA IJJA Pensacola	1,742.30	
310006-63030 Hotel - NOAA IJJA RAE	1,742.30	
Total 63030 Hotels	3,623.60	7,886.20
63040 Parking & tolls		
310000-63040 Parking & tolls - Operating	24.52	
310007-63040 Parking & tolls - FLRACEP	5.25	
Total 63040 Parking & tolls	29.77	
63050 Vehicle rental		1,139.74
310004-63050 Vehicle Rental - NOAA IJJA Pensacola	241.92	
Total 63050 Vehicle rental	241.92	1,139.74
Total 63000 Travel	6,758.03	10,309.94
63100 Vehicle expenses		
63110 Vehicle gas & fuel		182.99
310000-63110 Vehicle gas & fuel - Operating	193.36	
Total 63110 Vehicle gas & fuel	193.36	182.99

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

October 2024 - March 2025

	TOTAL	
	OCT 2024 - MAR 2025	OCT 2023 - MAR 2024 (PY)
63112 Vehicle insurance		
310000-63112 Vehicle insurance - Operating	9,366.00	
Total 63112 Vehicle insurance	9,366.00	
63114 Vehicle registration		
310000-63114 Vehicle registration - Operating	443.77	
Total 63114 Vehicle registration	443.77	
Total 63100 Vehicle expenses	10,003.13	182.99
64000 Office expenses		434.93
310000-64000 Office expenses - Operating	1,061.97	
64050 Bank fees & service charges		656.70
310000-64050 Bank fees & service charges - Operating	1,206.36	
310001-64050 Bank fees & service charges - Donations	663.76	
Total 64050 Bank fees & service charges	1,870.12	656.70
64100 Equipment lease & maintenance		3,194.88
310000-64100 Equipment lease & maintenance - Operating	126.21	
Total 64100 Equipment lease & maintenance	126.21	3,194.88
64150 Memberships & subscriptions		1,833.48
310000-64150 Memberships & subscriptions - Operating	1,718.09	
310001-64150 Memberships & subscriptions - Donations	76.67	
Total 64150 Memberships & subscriptions	1,794.76	1,833.48
64200 Merchant account fees		391.72
64250 Office supplies		2,105.55
310000-64250 Office supplies - Operating	2,930.54	
310005-64250 Office supplies - NOAA IJA Perdido	32.98	
Total 64250 Office supplies	2,963.52	2,105.55
64300 Parking (deleted)		21.83
64350 Printing & photocopying		141.00
310000-64350 Printing & photocopying - Operating	895.00	
Total 64350 Printing & photocopying	895.00	141.00
64400 Shipping & postage		71.15
64450 Small tools & equipment		1,675.18
310007-64450 Small tools & equipment - FLRACEP	616.31	
Total 64450 Small tools & equipment	616.31	1,675.18
64500 Software & apps		1,214.71
310000-64500 Software & apps - Operating	1,332.94	
Total 64500 Software & apps	1,332.94	1,214.71
Total 64000 Office expenses	10,660.83	11,741.13

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

October 2024 - March 2025

	TOTAL	
	OCT 2024 - MAR 2025	OCT 2023 - MAR 2024 (PY)
64275 Business license & fees		
310000-64275 Business license & fees - Operating	143.48	
Total 64275 Business license & fees	143.48	
65000 Insurance		6,919.22
310000-65000 Insurance - Operating	7,369.16	
Liability insurance		278.95
Total 65000 Insurance	7,369.16	7,198.17
65100 Advertising & marketing		
310000-65100 Advertising & marketing - Operating	2,555.83	
310001-65100 Advertising & marketing - Donations	6,144.89	
310005-65100 Advertising & marketing - NOAA IJJA Perdido	865.92	
310006-65100 Advertising & marketing - NOAA IJJA RAE	621.00	
65101 Social media		55.85
65102 Website ads		487.00
310000-65102 Websites ads - Operating	440.00	
Total 65102 Website ads	440.00	487.00
Total 65100 Advertising & marketing	10,627.64	542.85
65700 Contract & professional fees		
310000-65700 Contract & professional fees - Operating	61,284.25	
310004-65700 Contract & professional fees - NOAA IJJA Pensacola	181,466.48	
310005-65700 Contract & professional fees - NOAA IJJA Perdido	5,500.00	
310008-65700 Contract & professional fees - DEP L099	9,375.00	
65200 Legal fees		27,182.00
310000-65200 Legal fees - Operating	605.00	
Total 65200 Legal fees	605.00	27,182.00
65300 Accounting fees		26,389.43
Total 65700 Contract & professional fees	258,230.73	53,571.43
65720 Service charges		133.00
65800 Supplies		259.14
310000-65800 Supplies - Operating	605.34	
310001-65800 Supplies - Donations	547.46	
310004-65800 Supplies - NOAA IJJA Pensacola	124.19	
310005-65800 Supplies - NOAA IJJA Perdido	332.84	
310006-65800 Supplies - NOAA IJJA RAE	425.97	
Supplies & materials (deleted)		861.28
Total 65800 Supplies	2,035.80	1,120.42
65900 Entertainment Meals		6,315.12
65901 Meals		137.50

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity

October 2024 - March 2025

	TOTAL	
	OCT 2024 - MAR 2025	OCT 2023 - MAR 2024 (PY)
66050 Training and Safety		
310000-66050 Training and Safety - Operating	378.00	
Total 66050 Training and Safety	378.00	
66101 Awards & grants to others		
310002-66101 Awards & grants to others - FDEP OWP02	78,560.50	
310004-66101 Awards & grants to others - NOAA IIJA Pensacola	312,952.77	
310005-66101 Awards & grants to others - NOAA IIJA Perdido	25,484.14	
310006-66101 Awards & grants to others - NOAA IIJA RAE	25,984.44	
310008-66101 Awards & grants to others - DEP L099	17,863.55	
Total 66101 Awards & grants to others	460,845.40	
66102 Community Involvement		
310001-66102 Community Involvement - Donations	11,264.20	
Total 66102 Community Involvement	11,264.20	
81700 Other Business Expenses		750.00
Total Expenditures	\$1,137,110.09	\$293,260.31
NET OPERATING REVENUE	\$109,096.48	\$105,608.39
Other Expenditures		
81000 Depreciation		
310002-81000 Depreciation - FDEP OWP02	3,918.85	
310006-81000 Depreciation - NOAA IIJA RAE	295.68	
Total 81000 Depreciation	4,214.53	
Total Other Expenditures	\$4,214.53	\$0.00
NET OTHER REVENUE	\$ -4,214.53	\$0.00
NET REVENUE	\$104,881.95	\$105,608.39

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity by Class

January - March, 2025

	DEP L099	DEP RES13	DONATIONS	FDEP OWP02	FLRACEP	GENERAL OPERATING	NOAA BWET	NOAA IJA PENSACOLA	NOAA IJA PERDIDO	NOAA IJA RAE	RESILIENT FL	UWF FY23-24 APPROPRIATION	TOTAL
Revenue													
40000 Contributed income													\$0.00
310000-40000 Contributed Income - Operating						3,500.00							\$3,500.00
45000 Corporate & foundation grants													\$0.00
310003-45000 Corporate & foundation grants - UWF FY23-24 Appropriation												28,670.31	\$28,670.31
310007-45000 Corporate & foundation grants - FLRACEP					2,936.90								\$2,936.90
Total 45000 Corporate & foundation grants					2,936.90							28,670.31	\$31,607.21
46000 Government grants & contracts													\$0.00
310002-46000 Government grants & contracts - FDEP OWP02				12,895.60									\$12,895.60
310004-46000 Government grants & contracts - NOAA IJA Pensacola								475,378.02					\$475,378.02
310005-46000 Government grants & contracts - NOAA IJA Perdido									23,730.48				\$23,730.48
310006-46000 Government grants & contracts - NOAA IJA RAE										14,351.53			\$14,351.53
310008-46000 Government grants & contracts - DEP L099	37,310.64												\$37,310.64
310009-46000 Government grants & contracts - DEP RES13		5,550.56											\$5,550.56
310010-46000 Government grants & contracts - Resilient FL											1,973.79		\$1,973.79
310011-46000 Government grants & contracts - NOAA BWET							2,167.74						\$2,167.74
Total 46000 Government grants & contracts	37,310.64	5,550.56		12,895.60			2,167.74	475,378.02	23,730.48	14,351.53	1,973.79		\$573,358.36
47000 In-kind donations													\$0.00
310000-47000 In-Kind Donations - Operating						7,000.00							\$7,000.00
Total 47000 In-kind donations						7,000.00							\$7,000.00
Total 40000 Contributed income	37,310.64	5,550.56		12,895.60	2,936.90	10,500.00	2,167.74	475,378.02	23,730.48	14,351.53	1,973.79	28,670.31	\$615,465.57
48000 Donations			0.00										\$0.00
310001-48000 Donations			2,800.00										\$2,800.00
Total 48000 Donations			2,800.00										\$2,800.00
87000 Investment income													\$0.00
87100 Interest Income													\$0.00
310000-87100 Interest Income - Operating						4,387.29							\$4,387.29
Total 87100 Interest Income						4,387.29							\$4,387.29
Total 87000 Investment income						4,387.29							\$4,387.29
Total Revenue	\$37,310.64	\$5,550.56	\$2,800.00	\$12,895.60	\$2,936.90	\$14,887.29	\$2,167.74	\$475,378.02	\$23,730.48	\$14,351.53	\$1,973.79	\$28,670.31	\$622,652.86
Expenditures													
60000 Payroll expenses													\$0.00
60010 Salaries & wages													\$0.00
310000-60010 Salaries & wages - Operating						43,830.43							\$43,830.43
310001-60010 Salaries & wages - Donations			292.50										\$292.50
310002-60010 Salaries & wages - FDEP OWP02				8,655.50									\$8,655.50
310003-60010 Salaries & wages - UWF FY23-24 Appropriation												22,559.88	\$22,559.88
310004-60010 Salaries & wages - NOAA IJA Pensacola								36,317.93					\$36,317.93
310005-60010 Salaries & wages - NOAA IJA Perdido									10,277.78				\$10,277.78
310006-60010 Salaries & wages - NOAA IJA RAE										2,396.16			\$2,396.16
310007-60010 Salaries & wages - FLRACEP					874.34								\$874.34
310008-60010 Salaries & wages - DEP L099	7,577.31												\$7,577.31
310009-60010 Salaries & wages - DEP RES13		4,390.47											\$4,390.47
310010-60010 Salaries & wages - Resilient FL											1,545.44		\$1,545.44
Total 60010 Salaries & wages	7,577.31	4,390.47	292.50	8,655.50	874.34	43,830.43		36,317.93	10,277.78	2,396.16	1,545.44	22,559.88	\$138,717.74
60210 FICA tax													\$0.00
310000-60210 FICA tax - Operating						3,217.04							\$3,217.04
310001-60210 FICA tax - Donations			22.38										\$22.38
310002-60210 FICA tax - FDEP OWP02				577.34									\$577.34
310003-60210 FICA tax - UWF FY23-24 Appropriation												1,598.10	\$1,598.10
310004-60210 FICA tax - NOAA IJA Pensacola								2,554.08					\$2,554.08
310005-60210 FICA tax - NOAA IJA Perdido									751.34				\$751.34
310006-60210 FICA tax - NOAA IJA RAE										172.08			\$172.08
310007-60210 FICA tax - FLRACEP					59.87								\$59.87
310008-60210 FICA tax - DEP L099	563.30												\$563.30
310009-60210 FICA tax - DEP RES13		303.35											\$303.35
310010-60210 FICA tax - Resilient FL											107.84		\$107.84
Total 60210 FICA tax	563.30	303.35	22.38	577.34	59.87	3,217.04		2,554.08	751.34	172.08	107.84	1,598.10	\$9,926.72
60230 FL SUTA													\$0.00
310000-60230 FL SUTA - Operating						-170.24							\$-170.24
Total 60230 FL SUTA						-170.24							\$-170.24

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity by Class

January - March, 2025

	DEP L099	DEP RES13	DONATIONS	FDEP OWP02	FLRACEP	GENERAL OPERATING	NOAA BWET	NOAA IJA PENSACOLA	NOAA IJA PERDIDO	NOAA IJA RAE	RESILIENT FL	UWF FY23-24 APPROPRIATION	TOTAL
60300 Health insurance & accident plans													\$0.00
310000-60300 Health insurance & accident plans - Operating						3,244.25							\$3,244.25
310001-60300 Health insurance & accident plans - Donations			98.61										\$98.61
310002-60300 Health insurance & accident plans - FDEP OWP02				743.87									\$743.87
310003-60300 Health insurance & accident plans - UWF FY23-24 Appropriation												2,069.18	\$2,069.18
310004-60300 Health insurance & accident plans - NOAA IJA Pensacola								3,826.94					\$3,826.94
310005-60300 Health insurance & accident plans - NOAA IJA Perdido									1,400.28				\$1,400.28
310006-60300 Health insurance & accident plans - NOAA IJA RAE										307.19			\$307.19
310007-60300 Health insurance & accident plans - FLRACEP					40.08								\$40.08
310008-60300 Health insurance & accident plans - DEP L099	980.12												\$980.12
310009-60300 Health insurance & accident plans - DEP RES13		431.54											\$431.54
310010-60300 Health insurance & accident plans - Resilient FL											213.72		\$213.72
Total 60300 Health insurance & accident plans	980.12	431.54	98.61	743.87	40.08	3,244.25		3,826.94	1,400.28	307.19	213.72	2,069.18	\$13,355.78
60301 HSA ER													\$0.00
310000-60301 HSA ER - Operating						7,700.00							\$7,700.00
Total 60301 HSA ER						7,700.00							\$7,700.00
60340 Reimbursement													\$0.00
310000-60340 Reimbursement - Operating						523.73							\$523.73
310005-60340 Reimbursement - NOAA IJA Perdido									52.63				\$52.63
310007-60340 Reimbursement - FLRACEP											80.01		\$80.01
Total 60340 Reimbursement						523.73			52.63		80.01		\$656.37
60400 Employee retirement plan													\$0.00
310000-60400 Employee retirement plan - Operating						3,839.12							\$3,839.12
310002-60400 Employee retirement plan - FDEP OWP02				567.58									\$567.58
310003-60400 Employee retirement plan - UWF FY23-24 Appropriation												2,443.15	\$2,443.15
310004-60400 Employee retirement plan - NOAA IJA Pensacola								3,758.22					\$3,758.22
310005-60400 Employee retirement plan - NOAA IJA Perdido									1,196.65				\$1,196.65
310006-60400 Employee retirement plan - NOAA IJA RAE										383.79			\$383.79
310007-60400 Employee retirement plan - FLRACEP					372.14								\$372.14
310008-60400 Employee retirement plan - DEP L099	951.36												\$951.36
310009-60400 Employee retirement plan - DEP RES13		425.20											\$425.20
310010-60400 Employee retirement plan - Resilient FL											106.79		\$106.79
Total 60400 Employee retirement plan	951.36	425.20		567.58	372.14	3,839.12		3,758.22	1,196.65	383.79	106.79	2,443.15	\$14,044.00
60500 Payroll fees													\$0.00
310000-60500 Payroll fees - Operating						671.67							\$671.67
Total 60500 Payroll fees						671.67							\$671.67
Total 60000 Payroll expenses	10,072.09	5,550.56	413.49	10,544.29	1,426.44	62,856.00		46,457.17	13,678.68	3,259.22	1,973.79	28,670.31	\$184,902.04
62000 Occupancy													\$0.00
62100 Rent													\$0.00
310000-62100 Rent - Operating						21,000.00							\$21,000.00
310001-62100 Rent - Donations			700.00										\$700.00
310005-62100 Rent - NOAA IJA Perdido									250.00				\$250.00
Total 62100 Rent			700.00			21,000.00			250.00				\$21,950.00
62300 Utilities													\$0.00
310000-62300 Utilities - Operating						151.68							\$151.68
Total 62300 Utilities						151.68							\$151.68
Total 62000 Occupancy			700.00			21,151.68			250.00				\$22,101.68
63000 Travel													\$0.00
63010 Airfare													\$0.00
310011-63010 Airfare - NOAA BWET							1,247.74						\$1,247.74
Total 63010 Airfare							1,247.74						\$1,247.74
63020 Conference Expense													\$0.00
310000-63020 Conference expense - Operating						695.00							\$695.00
310011-63020 Conference expense - NOAA BWET							920.00						\$920.00
Total 63020 Conference Expense						695.00	920.00						\$1,615.00
63030 Hotels													\$0.00
310000-63030 Hotel - Operating						139.00							\$139.00
Total 63030 Hotels						139.00							\$139.00
63040 Parking & tolls													\$0.00
310000-63040 Parking & tolls - Operating						16.36							\$16.36
310007-63040 Parking & tolls - FLRACEP					5.25								\$5.25
Total 63040 Parking & tolls					5.25	16.36							\$21.61
Total 63000 Travel					5.25	850.36	2,167.74						\$3,023.35
63100 Vehicle expenses													\$0.00
63110 Vehicle gas & fuel													\$0.00
310000-63110 Vehicle gas & fuel - Operating						149.20							\$149.20
Total 63110 Vehicle gas & fuel						149.20							\$149.20
Total 63100 Vehicle expenses						149.20							\$149.20

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity by Class

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	DEP L099	DEP RES13	DONATIONS	FDEP OWP02	FLRACEP	GENERAL OPERATING	NOAA BWET	NOAA IJJA PENSACOLA	NOAA IJJA PERDIDO	NOAA IJJA RAE	RESILIENT FL	UWF FY23-24 APPROPRIATION	TOTAL
64000 Office expenses													\$0.00
310000-64000 Office expenses - Operating						872.03							\$872.03
64050 Bank fees & service charges													\$0.00
310000-64050 Bank fees & service charges - Operating						601.86							\$601.86
310001-64050 Bank fees & service charges - Donations			10.50										\$10.50
Total 64050 Bank fees & service charges			10.50			601.86							\$612.36
64100 Equipment lease & maintenance													\$0.00
310000-64100 Equipment lease & maintenance - Operating						100.85							\$100.85
Total 64100 Equipment lease & maintenance						100.85							\$100.85
64150 Memberships & subscriptions													\$0.00
310000-64150 Memberships & subscriptions - Operating						470.33							\$470.33
310001-64150 Memberships & subscriptions - Donations			55.27										\$55.27
Total 64150 Memberships & subscriptions			55.27			470.33							\$525.60
64250 Office supplies													\$0.00
310000-64250 Office supplies - Operating						552.59							\$552.59
310005-64250 Office supplies - NOAA IJJA Perdido									32.98				\$32.98
Total 64250 Office supplies						552.59			32.98				\$585.57
64350 Printing & photocopying													\$0.00
310000-64350 Printing & photocopying - Operating						895.00							\$895.00
Total 64350 Printing & photocopying						895.00							\$895.00
64500 Software & apps													\$0.00
310000-64500 Software & apps - Operating						1,029.97							\$1,029.97
Total 64500 Software & apps						1,029.97							\$1,029.97
Total 64000 Office expenses			65.77			4,522.63			32.98				\$4,621.38
64275 Business license & fees													\$0.00
310000-64275 Business license & fees - Operating						143.48							\$143.48
Total 64275 Business license & fees						143.48							\$143.48
65000 Insurance													\$0.00
310000-65000 Insurance - Operating						3,441.86							\$3,441.86
Total 65000 Insurance						3,441.86							\$3,441.86
65100 Advertising & marketing													\$0.00
310000-65100 Advertising & marketing - Operating						160.83							\$160.83
310001-65100 Advertising & marketing - Donations			6,144.89										\$6,144.89
310005-65100 Advertising & marketing - NOAA IJJA Perdido									865.92				\$865.92
310006-65100 Advertising & marketing - NOAA IJJA RAE										621.00			\$621.00
65102 Website ads													\$0.00
310000-65102 Websites ads - Operating						176.00							\$176.00
Total 65102 Website ads						176.00							\$176.00
Total 65100 Advertising & marketing			6,144.89			336.83			865.92	621.00			\$7,968.64
65700 Contract & professional fees													\$0.00
310000-65700 Contract & professional fees - Operating						41,345.50							\$41,345.50
310004-65700 Contract & professional fees - NOAA IJJA Pensacola								130,521.90					\$130,521.90
310005-65700 Contract & professional fees - NOAA IJJA Perdido									5,500.00				\$5,500.00
310008-65700 Contract & professional fees - DEP L099	9,375.00												\$9,375.00
65200 Legal fees													\$0.00
310000-65200 Legal fees - Operating						522.50							\$522.50
Total 65200 Legal fees						522.50							\$522.50
Total 65700 Contract & professional fees	9,375.00					41,868.00		130,521.90	5,500.00				\$187,264.90
65800 Supplies													\$0.00
310000-65800 Supplies - Operating						428.14							\$428.14
310001-65800 Supplies - Donations			106.56										\$106.56
310004-65800 Supplies - NOAA IJJA Pensacola								124.19					\$124.19
310005-65800 Supplies - NOAA IJJA Perdido									332.84				\$332.84
310006-65800 Supplies - NOAA IJJA RAE										15.99			\$15.99
Total 65800 Supplies			106.56			428.14		124.19	332.84	15.99			\$1,007.72
66050 Training and Safety													\$0.00
310000-66050 Training and Safety - Operating						63.00							\$63.00
Total 66050 Training and Safety						63.00							\$63.00
66101 Awards & grants to others													\$0.00
310004-66101 Awards & grants to others - NOAA IJJA Pensacola								298,274.76					\$298,274.76
310005-66101 Awards & grants to others - NOAA IJJA Perdido									3,070.06				\$3,070.06
310006-66101 Awards & grants to others - NOAA IJJA RAE										10,307.48			\$10,307.48
310008-66101 Awards & grants to others - DEP L099	17,863.55												\$17,863.55
Total 66101 Awards & grants to others	17,863.55							298,274.76	3,070.06	10,307.48			\$329,515.85
66102 Community Involvement													\$0.00
310001-66102 Community Involvement - Donations			442.36										\$442.36
Total 66102 Community Involvement			442.36										\$442.36
Total Expenditures	\$37,310.64	\$5,550.56	\$7,873.07	\$10,544.29	\$1,431.69	\$135,811.18	\$2,167.74	\$475,378.02	\$23,730.48	\$14,203.69	\$1,973.79	\$28,670.31	\$744,645.46
NET OPERATING REVENUE	\$0.00	\$0.00	\$ -5,073.07	\$2,351.31	\$1,505.21	\$ -120,923.89	\$0.00	\$0.00	\$0.00	\$147.84	\$0.00	\$0.00	\$ -121,992.60

Pensacola and Perdido Bays Estuary Program, Inc.

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	DEP L099	DEP RES13	DONATIONS	FDEP OWP02	FLRACEP	GENERAL OPERATING	NOAA BWET	NOAA IJJA PENSACOLA	NOAA IJJA PERDIDO	NOAA IJJA RAE	RESILIENT FL	UWF FY23-24 APPROPRIATION	TOTAL
Other Expenditures													
81000 Depreciation													\$0.00
310002-81000 Depreciation - FDEP OWP02				2,351.31									\$2,351.31
310006-81000 Depreciation - NOAA IJJA RAE										147.84			\$147.84
Total 81000 Depreciation				2,351.31						147.84			\$2,499.15
Total Other Expenditures	\$0.00	\$0.00	\$0.00	\$2,351.31	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.84	\$0.00	\$0.00	\$2,499.15
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	\$ -2,351.31	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ -147.84	\$0.00	\$0.00	\$ -2,499.15
NET REVENUE	\$0.00	\$0.00	\$ -5,073.07	\$0.00	\$1,505.21	\$ -120,923.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ -124,491.75

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	DEP L099	DEP RES13	DONATIONS	FDEP OWP02	FLRACEP	GENERAL OPERATING	NOAA BWET	NOAA IJJA PENSACOLA	NOAA IJJA PERDIDO	NOAA IJJA RAE	RESILIENT FL	UWF FY23-24 APPROPRIATION	TOTAL
Revenue													
40000 Contributed income													\$0.00
310000-40000 Contributed Income - Operating						3,500.00							\$3,500.00
45000 Corporate & foundation grants													\$0.00
310003-45000 Corporate & foundation grants - UWF FY23-24 Appropriation												55,345.17	\$55,345.17
310007-45000 Corporate & foundation grants - FLRACEP					11,261.12								\$11,261.12
Total 45000 Corporate & foundation grants					11,261.12							55,345.17	\$66,606.29
46000 Government grants & contracts													\$0.00
310002-46000 Government grants & contracts - FDEP OWP02				94,379.78									\$94,379.78
310004-46000 Government grants & contracts - NOAA IJJA Pensacola								572,169.28					\$572,169.28
310005-46000 Government grants & contracts - NOAA IJJA Perdido									54,118.87				\$54,118.87
310006-46000 Government grants & contracts - NOAA IJJA RAE										37,487.07			\$37,487.07
310008-46000 Government grants & contracts - DEP L099	44,082.91												\$44,082.91
310009-46000 Government grants & contracts - DEP RES13		5,849.48											\$5,849.48
310010-46000 Government grants & contracts - Resilient FL											2,032.92		\$2,032.92
310011-46000 Government grants & contracts - NOAA BWET							2,141.53						\$2,141.53
Total 46000 Government grants & contracts	44,082.91	5,849.48		94,379.78			2,141.53	572,169.28	54,118.87	37,487.07	2,032.92		\$812,261.84
47000 In-kind donations													\$0.00
310000-47000 In-Kind Donations - Operating						17,500.00							\$17,500.00
Total 47000 In-kind donations						17,500.00							\$17,500.00
Total 40000 Contributed income	44,082.91	5,849.48		94,379.78	11,261.12	21,000.00	2,141.53	572,169.28	54,118.87	37,487.07	2,032.92	55,345.17	\$899,868.13
48000 Donations			0.00										\$0.00
310001-48000 Donations			21,229.60										\$21,229.60
Total 48000 Donations			21,229.60										\$21,229.60
49000 Membership Fees													\$0.00
310000-49000 Membership Fees - Operating						318,593.55							\$318,593.55
Total 49000 Membership Fees						318,593.55							\$318,593.55
87000 Investment income													\$0.00
87100 Interest Income													\$0.00
310000-87100 Interest Income - Operating						6,515.29							\$6,515.29
Total 87100 Interest Income						6,515.29							\$6,515.29
Total 87000 Investment income						6,515.29							\$6,515.29
Total Revenue	\$44,082.91	\$5,849.48	\$21,229.60	\$94,379.78	\$11,261.12	\$346,108.84	\$2,141.53	\$572,169.28	\$54,118.87	\$37,487.07	\$2,032.92	\$55,345.17	\$1,246,206.57
Expenditures													
60000 Payroll expenses													\$0.00
60010 Salaries & wages													\$0.00
310000-60010 Salaries & wages - Operating						76,762.50							\$76,762.50
310001-60010 Salaries & wages - Donations			40.26										\$40.26
310002-60010 Salaries & wages - FDEP OWP02				9,779.37									\$9,779.37
310003-60010 Salaries & wages - UWF FY23-24 Appropriation												43,204.92	\$43,204.92
310004-60010 Salaries & wages - NOAA IJJA Pensacola								58,754.63					\$58,754.63
310005-60010 Salaries & wages - NOAA IJJA Perdido									15,980.33				\$15,980.33
310006-60010 Salaries & wages - NOAA IJJA RAE										5,479.23			\$5,479.23
310007-60010 Salaries & wages - FLRACEP					7,405.06								\$7,405.06
310008-60010 Salaries & wages - DEP L099	12,382.12												\$12,382.12
310009-60010 Salaries & wages - DEP RES13		4,621.55											\$4,621.55
310010-60010 Salaries & wages - Resilient FL											1,498.71		\$1,498.71
Total 60010 Salaries & wages	12,382.12	4,621.55	40.26	9,779.37	7,405.06	76,762.50		58,754.63	15,980.33	5,479.23	1,498.71	43,204.92	\$235,908.68

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	DEP L099	DEP RES13	DONATIONS	FDEP OWP02	FLRACEP	GENERAL OPERATING	NOAA BWET	NOAA IJJA PENSACOLA	NOAA IJJA PERDIDO	NOAA IJJA RAE	RESILIENT FL	UWF FY23-24 APPROPRIATION	TOTAL
60210 FICA tax													\$0.00
310000-60210 FICA tax - Operating						5,539.68							\$5,539.68
310001-60210 FICA tax - Donations			6.51										\$6.51
310002-60210 FICA tax - FDEP OWP02				656.78									\$656.78
310003-60210 FICA tax - UWF FY23-24 Appropriation												3,138.84	\$3,138.84
310004-60210 FICA tax - NOAA IJJA Pensacola								4,161.14					\$4,161.14
310005-60210 FICA tax - NOAA IJJA Perdido									1,172.84				\$1,172.84
310006-60210 FICA tax - NOAA IJJA RAE										395.13			\$395.13
310007-60210 FICA tax - FLRACEP					521.27								\$521.27
310008-60210 FICA tax - DEP L099	919.52												\$919.52
310009-60210 FICA tax - DEP RES13		316.75											\$316.75
310010-60210 FICA tax - Resilient FL											104.52		\$104.52
Total 60210 FICA tax	919.52	316.75	6.51	656.78	521.27	5,539.68		4,161.14	1,172.84	395.13	104.52	3,138.84	\$16,932.98
60230 FL SUTA													\$0.00
310000-60230 FL SUTA - Operating						-830.32							\$ -830.32
310001-60230 FL SUTA - Donations			-23.91										\$ -23.91
310002-60230 FL SUTA - FDEP OWP02				-376.65									\$ -376.65
310003-60230 FL SUTA - UWF FY23-24 Appropriation												-447.89	\$ -447.89
310004-60230 FL SUTA - NOAA IJJA Pensacola								-50.25					\$ -50.25
310005-60230 FL SUTA - NOAA IJJA Perdido									-20.02				\$ -20.02
310006-60230 FL SUTA - NOAA IJJA RAE										-39.77			\$ -39.77
310007-60230 FL SUTA - FLRACEP					-36.77								\$ -36.77
310008-60230 FL SUTA - DEP L099	-4.97												\$ -4.97
310010-60230 FL SUTA - Resilient FL											-0.72		\$ -0.72
310011-60230 FL SUTA - NOAA BWET							-26.21						\$ -26.21
Total 60230 FL SUTA	-4.97		-23.91	-376.65	-36.77	-830.32	-26.21	-50.25	-20.02	-39.77	-0.72	-447.89	\$ -1,857.48
60300 Health insurance & accident plans													\$0.00
310000-60300 Health insurance & accident plans - Operating						7,150.36							\$7,150.36
310001-60300 Health insurance & accident plans - Donations			172.99										\$172.99
310002-60300 Health insurance & accident plans - FDEP OWP02				897.49									\$897.49
310003-60300 Health insurance & accident plans - UWF FY23-24 Appropriation												4,967.79	\$4,967.79
310004-60300 Health insurance & accident plans - NOAA IJJA Pensacola								6,993.29					\$6,993.29
310005-60300 Health insurance & accident plans - NOAA IJJA Perdido									2,470.83				\$2,470.83
310006-60300 Health insurance & accident plans - NOAA IJJA RAE										812.61			\$812.61
310007-60300 Health insurance & accident plans - FLRACEP					663.79								\$663.79
310008-60300 Health insurance & accident plans - DEP L099	1,882.25												\$1,882.25
310009-60300 Health insurance & accident plans - DEP RES13		485.98											\$485.98
310010-60300 Health insurance & accident plans - Resilient FL											238.51		\$238.51
Total 60300 Health insurance & accident plans	1,882.25	485.98	172.99	897.49	663.79	7,150.36		6,993.29	2,470.83	812.61	238.51	4,967.79	\$26,735.89
60301 HSA ER													\$0.00
310000-60301 HSA ER - Operating						8,700.00							\$8,700.00
Total 60301 HSA ER						8,700.00							\$8,700.00
60340 Reimbursement													\$0.00
310000-60340 Reimbursement - Operating						2,870.33							\$2,870.33
310001-60340 Reimbursement - Donations			203.24										\$203.24
310002-60340 Reimbursement - FDEP OWP02				-5.01									\$ -5.01
310003-60340 Reimbursement - UWF FY23-24 Appropriation												-23.58	\$ -23.58
310004-60340 Reimbursement - NOAA IJJA Pensacola								-25.59					\$ -25.59
310005-60340 Reimbursement - NOAA IJJA Perdido									42.63				\$42.63
310006-60340 Reimbursement - NOAA IJJA RAE										1,010.98			\$1,010.98
310007-60340 Reimbursement - FLRACEP					79.59								\$79.59
310008-60340 Reimbursement - DEP L099	-12.32												\$ -12.32
310010-60340 Reimbursement - Resilient FL											-0.53		\$ -0.53
Total 60340 Reimbursement	-12.32		203.24	-5.01	79.59	2,870.33		-25.59	42.63	1,010.98	-0.53	-23.58	\$4,139.74

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	DEP L099	DEP RES13	DONATIONS	FDEP OWP02	FLRACEP	GENERAL OPERATING	NOAA BWET	NOAA IJJA PENSACOLA	NOAA IJJA PERDIDO	NOAA IJJA RAE	RESILIENT FL	UWF FY23-24 APPROPRIATION	TOTAL
60400 Employee retirement plan													\$0.00
310000-60400 Employee retirement plan - Operating						6,792.74							\$6,792.74
310001-60400 Employee retirement plan - Donations			199.50										\$199.50
310002-60400 Employee retirement plan - FDEP OWP02				948.45									\$948.45
310003-60400 Employee retirement plan - UWF FY23-24 Appropriation												4,505.09	\$4,505.09
310004-60400 Employee retirement plan - NOAA IJJA Pensacola								5,808.40					\$5,808.40
310005-60400 Employee retirement plan - NOAA IJJA Perdido									2,006.38				\$2,006.38
310006-60400 Employee retirement plan - NOAA IJJA RAE										759.50			\$759.50
310007-60400 Employee retirement plan - FLRACEP					501.41								\$501.41
310008-60400 Employee retirement plan - DEP L099	1,677.76												\$1,677.76
310009-60400 Employee retirement plan - DEP RES13		425.20											\$425.20
310010-60400 Employee retirement plan - Resilient FL											192.43		\$192.43
Total 60400 Employee retirement plan	1,677.76	425.20	199.50	948.45	501.41	6,792.74		5,808.40	2,006.38	759.50	192.43	4,505.09	\$23,816.86
60500 Payroll fees													\$0.00
310000-60500 Payroll fees - Operating						1,163.67							\$1,163.67
Total 60500 Payroll fees						1,163.67							\$1,163.67
Total 60000 Payroll expenses	16,844.36	5,849.48	598.59	11,900.43	9,134.35	108,148.96	-26.21	75,641.62	21,652.99	8,417.68	2,032.92	55,345.17	\$315,540.34
62000 Occupancy													\$0.00
62100 Rent													\$0.00
310000-62100 Rent - Operating						42,000.00							\$42,000.00
310001-62100 Rent - Donations			700.00										\$700.00
310005-62100 Rent - NOAA IJJA Perdido									250.00				\$250.00
Total 62100 Rent			700.00			42,000.00			250.00				\$42,950.00
62300 Utilities													\$0.00
310000-62300 Utilities - Operating						303.35							\$303.35
Total 62300 Utilities						303.35							\$303.35
Total 62000 Occupancy			700.00			42,303.35			250.00				\$43,253.35
63000 Travel													\$0.00
63010 Airfare													\$0.00
310011-63010 Airfare - NOAA BWET							1,247.74						\$1,247.74
Total 63010 Airfare							1,247.74						\$1,247.74
63020 Conference Expense													\$0.00
310000-63020 Conference expense - Operating						695.00							\$695.00
310011-63020 Conference expense - NOAA BWET							920.00						\$920.00
Total 63020 Conference Expense						695.00	920.00						\$1,615.00
63030 Hotels													\$0.00
310000-63030 Hotel - Operating						139.00							\$139.00
310004-63030 Hotel - NOAA IJJA Pensacola								1,742.30					\$1,742.30
310006-63030 Hotel - NOAA IJJA RAE										1,742.30			\$1,742.30
Total 63030 Hotels						139.00		1,742.30		1,742.30			\$3,623.60
63040 Parking & tolls													\$0.00
310000-63040 Parking & tolls - Operating						24.52							\$24.52
310007-63040 Parking & tolls - FLRACEP					5.25								\$5.25
Total 63040 Parking & tolls					5.25	24.52							\$29.77
63050 Vehicle rental													\$0.00
310004-63050 Vehicle Rental - NOAA IJJA Pensacola								241.92					\$241.92
Total 63050 Vehicle rental								241.92					\$241.92
Total 63000 Travel					5.25	858.52	2,167.74	1,984.22		1,742.30			\$6,758.03
63100 Vehicle expenses													\$0.00
63110 Vehicle gas & fuel													\$0.00
310000-63110 Vehicle gas & fuel - Operating						193.36							\$193.36
Total 63110 Vehicle gas & fuel						193.36							\$193.36
63112 Vehicle insurance													\$0.00
310000-63112 Vehicle insurance - Operating						9,366.00							\$9,366.00
Total 63112 Vehicle insurance						9,366.00							\$9,366.00

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity by Class

October 2024 - March 2025

	DEP L099	DEP RES13	DONATIONS	FDEP OWP02	FLRACEP	GENERAL OPERATING	NOAA BWET	NOAA IJJA PENSACOLA	NOAA IJJA PERDIDO	NOAA IJJA RAE	RESILIENT FL	UWF FY23-24 APPROPRIATION	TOTAL
63114 Vehicle registration													\$0.00
310000-63114 Vehicle registration - Operating						443.77							\$443.77
Total 63114 Vehicle registration						443.77							\$443.77
Total 63100 Vehicle expenses						10,003.13							\$10,003.13
64000 Office expenses													\$0.00
310000-64000 Office expenses - Operating						1,061.97							\$1,061.97
64050 Bank fees & service charges													\$0.00
310000-64050 Bank fees & service charges - Operating						1,206.36							\$1,206.36
310001-64050 Bank fees & service charges - Donations			663.76										\$663.76
Total 64050 Bank fees & service charges			663.76			1,206.36							\$1,870.12
64100 Equipment lease & maintenance													\$0.00
310000-64100 Equipment lease & maintenance - Operating						126.21							\$126.21
Total 64100 Equipment lease & maintenance						126.21							\$126.21
64150 Memberships & subscriptions													\$0.00
310000-64150 Memberships & subscriptions - Operating						1,718.09							\$1,718.09
310001-64150 Memberships & subscriptions - Donations			76.67										\$76.67
Total 64150 Memberships & subscriptions			76.67			1,718.09							\$1,794.76
64250 Office supplies													\$0.00
310000-64250 Office supplies - Operating						2,930.54							\$2,930.54
310005-64250 Office supplies - NOAA IJJA Perdido									32.98				\$32.98
Total 64250 Office supplies						2,930.54			32.98				\$2,963.52
64350 Printing & photocopying													\$0.00
310000-64350 Printing & photocopying - Operating						895.00							\$895.00
Total 64350 Printing & photocopying						895.00							\$895.00
64450 Small tools & equipment													\$0.00
310007-64450 Small tools & equipment - FLRACEP					616.31								\$616.31
Total 64450 Small tools & equipment					616.31								\$616.31
64500 Software & apps													\$0.00
310000-64500 Software & apps - Operating						1,332.94							\$1,332.94
Total 64500 Software & apps						1,332.94							\$1,332.94
Total 64000 Office expenses			740.43		616.31	9,271.11			32.98				\$10,660.83
64275 Business license & fees													\$0.00
310000-64275 Business license & fees - Operating						143.48							\$143.48
Total 64275 Business license & fees						143.48							\$143.48
65000 Insurance													\$0.00
310000-65000 Insurance - Operating						7,369.16							\$7,369.16
Total 65000 Insurance						7,369.16							\$7,369.16
65100 Advertising & marketing													\$0.00
310000-65100 Advertising & marketing - Operating						2,555.83							\$2,555.83
310001-65100 Advertising & marketing - Donations			6,144.89										\$6,144.89
310005-65100 Advertising & marketing - NOAA IJJA Perdido									865.92				\$865.92
310006-65100 Advertising & marketing - NOAA IJJA RAE										621.00			\$621.00
65102 Website ads													\$0.00
310000-65102 Websites ads - Operating						440.00							\$440.00
Total 65102 Website ads						440.00							\$440.00
Total 65100 Advertising & marketing			6,144.89			2,995.83			865.92	621.00			\$10,627.64
65700 Contract & professional fees													\$0.00
310000-65700 Contract & professional fees - Operating						61,284.25							\$61,284.25
310004-65700 Contract & professional fees - NOAA IJJA Pensacola								181,466.48					\$181,466.48
310005-65700 Contract & professional fees - NOAA IJJA Perdido									5,500.00				\$5,500.00
310008-65700 Contract & professional fees - DEP L099	9,375.00												\$9,375.00
65200 Legal fees													\$0.00
310000-65200 Legal fees - Operating						605.00							\$605.00
Total 65200 Legal fees						605.00							\$605.00
Total 65700 Contract & professional fees	9,375.00					61,889.25		181,466.48	5,500.00				\$258,230.73

Pensacola and Perdido Bays Estuary Program, Inc.

Statement of Activity by Class

October 2024 - March 2025

	DEP L099	DEP RES13	DONATIONS	FDEP OWP02	FLRACEP	GENERAL OPERATING	NOAA BWET	NOAA IJJA PENSACOLA	NOAA IJJA PERDIDO	NOAA IJJA RAE	RESILIENT FL	UWF FY23-24 APPROPRIATION	TOTAL
65800 Supplies													\$0.00
310000-65800 Supplies - Operating						605.34							\$605.34
310001-65800 Supplies - Donations			547.46										\$547.46
310004-65800 Supplies - NOAA IJJA Pensacola								124.19					\$124.19
310005-65800 Supplies - NOAA IJJA Perdido									332.84				\$332.84
310006-65800 Supplies - NOAA IJJA RAE										425.97			\$425.97
Total 65800 Supplies			547.46			605.34		124.19	332.84	425.97			\$2,035.80
66050 Training and Safety													\$0.00
310000-66050 Training and Safety - Operating						378.00							\$378.00
Total 66050 Training and Safety						378.00							\$378.00
66101 Awards & grants to others													\$0.00
310002-66101 Awards & grants to others - FDEP OWP02				78,560.50									\$78,560.50
310004-66101 Awards & grants to others - NOAA IJJA Pensacola								312,952.77					\$312,952.77
310005-66101 Awards & grants to others - NOAA IJJA Perdido									25,484.14				\$25,484.14
310006-66101 Awards & grants to others - NOAA IJJA RAE										25,984.44			\$25,984.44
310008-66101 Awards & grants to others - DEP L099	17,863.55												\$17,863.55
Total 66101 Awards & grants to others	17,863.55			78,560.50				312,952.77	25,484.14	25,984.44			\$460,845.40
66102 Community Involvement													\$0.00
310001-66102 Community Involvement - Donations			11,264.20										\$11,264.20
Total 66102 Community Involvement			11,264.20										\$11,264.20
Total Expenditures	\$44,082.91	\$5,849.48	\$19,995.57	\$90,460.93	\$9,755.91	\$243,966.13	\$2,141.53	\$572,169.28	\$54,118.87	\$37,191.39	\$2,032.92	\$55,345.17	\$1,137,110.09
NET OPERATING REVENUE	\$0.00	\$0.00	\$1,234.03	\$3,918.85	\$1,505.21	\$102,142.71	\$0.00	\$0.00	\$0.00	\$295.68	\$0.00	\$0.00	\$109,096.48
Other Expenditures													
81000 Depreciation													\$0.00
310002-81000 Depreciation - FDEP OWP02				3,918.85									\$3,918.85
310006-81000 Depreciation - NOAA IJJA RAE										295.68			\$295.68
Total 81000 Depreciation				3,918.85						295.68			\$4,214.53
Total Other Expenditures	\$0.00	\$0.00	\$0.00	\$3,918.85	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$295.68	\$0.00	\$0.00	\$4,214.53
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	\$-3,918.85	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$-295.68	\$0.00	\$0.00	\$-4,214.53
NET REVENUE	\$0.00	\$0.00	\$1,234.03	\$0.00	\$1,505.21	\$102,142.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$104,881.95



Agenda Item 7.b.

Approval of FY23-24 990 Form

Background: PPBEP's accounting services provider, Carr, Riggs, and Ingram, has prepared the enclosed 990 Form for FY23-24. PPBEP requested an extension earlier in the year. The 990 submittal is now due August 15th.

Recommendation: Recommend the Board approve, and authorize the Executive Director to sign, the FY23-24 990 Form.

Financial Impact: For fiscal year 2023-2024, PPBEP's total assets were \$423,851 and total liabilities were \$375,330, with net assets of \$48,521.

Legal Review: N/A

July 17, 2025

Pensacola and Perdido Bays
Estuary Program
226 S Palafox Place
Pensacola, FL 32502

Pensacola and Perdido Bays Estuary Program:

Enclosed is the organization's 2023 Exempt Organization return.

Specific filing instructions are as follows.

FORM 990 RETURN:

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-TE to our office. We will transmit the return electronically to the IRS and no further action is required. Return Form 8879-TE to us by August 15, 2025.

A copy of the return is enclosed for your files. We suggest that you retain this copy indefinitely.

Very truly yours,



CRI Advisors

Return of Organization Exempt From Income Tax

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2023

Department of the Treasury Internal Revenue Service

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

A For the 2023 calendar year, or tax year beginning OCT 1, 2023 and ending SEP 30, 2024

B Check if applicable: C Name of organization: PENSACOLA AND PERDIDO BAYS ESTUARY PROGRAM D Employer identification number: ** - *** 9384 E Telephone number: 850-595-1479 G Gross receipts \$: 1,293,778. H(a) Is this a group return for subordinates? H(b) Are all subordinates included? I Tax-exempt status: J Website: K Form of organization: L Year of formation: M State of legal domicile: FL

Part I Summary

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 1-7a Activities & Governance, 8-12 Revenue, 13-19 Expenses, 20-22 Net Assets or Fund Balances.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete.

Sign Here: Signature of officer MATT POSNER, DIRECTOR. Date: Preparer Paid: HEATHER JOURDAN, CPA. Preparer Use Only: Firm's name CRI ADVISORS, LLC. Firm's EIN: ** - *** 5061.

May the IRS discuss this return with the preparer shown above? See instructions [X] Yes [] No

PENSACOLA AND PERDIDO BAYS ESTUARY PROGRAM

Form 990 (2023)

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Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission: PENSACOLA AND PERDIDO BAYS ESTUARY PROGRAM SERVES AS A TRUSTED SOURCE FOR RESIDENTS, BUSINESSES, INDUSTRY, AND THE COMMUNITY ON ISSUES RELATING TO PRESERVING, RESTORING, IMPROVING AND MAINTAINING THE NATURAL HABITAT AND ECOSYSTEM OF THE BAYS, ESTUARIES AND WATERSHEDS OF

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 480,836. including grants of \$) (Revenue \$ 1,203,996.) PENSACOLA AND PERDIDO BAYS ESTUARY PROGRAM SERVES AS A TRUSTED SOURCE FOR RESIDENTS, BUSINESSES, INDUSTRY, AND THE COMMUNITY ON ISSUES RELATING TO PRESERVING, RESTORING, IMPROVING AND MAINTAINING THE NATURAL HABITAT AND ECOSYSTEM OF THE BAYS, ESTUARIES AND WATERSHEDS OF PENSACOLA AND PERDIDO BAYS.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 480,836.

Form 990 (2023)

PENSACOLA AND PERDIDO BAYS
ESTUARY PROGRAM

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>		X
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>		X
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

**PENSACOLA AND PERDIDO BAYS
ESTUARY PROGRAM**

Form 990 (2023)

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Part IV Checklist of Required Schedules *(continued)*

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a	X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b	X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	X
28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	38	X

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	9
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	

PENSACOLA AND PERDIDO BAYS
ESTUARY PROGRAM

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a		0
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	X
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>	3b	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a	X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8	
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a	
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b	
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15	X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16	X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17	

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Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.	0	
1b	Enter the number of voting members included on line 1a, above, who are independent	0	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	X	
8b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?		X
11b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13		X
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?		
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done		
13	Did the organization have a written whistleblower policy?		X
14	Did the organization have a written document retention and destruction policy?		X
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official		X
15b	Other officers or key employees of the organization		X
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed NONE
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records
MATT POSNER - (850) 595-1479
226 SOUTH PALAFOX PLACE, PENSACOLA, FL 32502

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Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) WOODROW SPEED DIRECTOR	3.00	X					0.	0.	0.	
(2) COLTEN WRIGHT DIRECTOR	3.00	X					0.	0.	0.	
(3) ROBERT BENDER DIRECTOR	3.00	X					0.	0.	0.	
(4) BENJAMIN BOUTWELL DIRECTOR	3.00	X					0.	0.	0.	
(5) VERNON COMPTON DIRECTOR	3.00	X					0.	0.	0.	
(6) CHERRY FITCH DIRECTOR	3.00	X					0.	0.	0.	
(7) MIKE KOHLER DIRECTOR	3.00	X					0.	0.	0.	
(8) JARED MOORE DIRECTOR	3.00	X					0.	0.	0.	
(9) MIKE NORBERG DIRECTOR	3.00	X					0.	0.	0.	
(10) KERRY SMITH DIRECTOR	3.00	X					0.	0.	0.	

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Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	78,429.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 42,000.				
	h Total. Add lines 1a-1f		78,429.				
Program Service Revenue	2 a GOVERNMENT GRANTS AND MEMEBRSHIP FEES	Business Code					
		713990	515,777.	515,777.			
	b MEMEBRSHIP FEES	713990	351,350.	351,350.			
	c OTHER CONTRIBUTIONS	713990	336,869.	336,869.			
	d _____						
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f		1,203,996.					
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		11,353.			11,353.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal				
	b Less: rental expenses ...	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities				
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b					
	c Gain or (loss)	7c					
	d Net gain or (loss)						
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a _____	Business Code					
	b _____						
	c _____						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions		1,293,778.	1,203,996.	0.	11,353.		

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Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	381,303.	8,052.	373,251.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	29,031.	1,218.	27,813.	
9 Other employee benefits				
10 Payroll taxes	31,937.	643.	31,294.	
11 Fees for services (nonemployees):				
a Management	72,386.		72,386.	
b Legal	35,298.		35,298.	
c Accounting	36,923.		36,923.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)				
12 Advertising and promotion	4,172.	1,211.	2,961.	
13 Office expenses	7,982.		7,982.	
14 Information technology				
15 Royalties				
16 Occupancy	84,607.		84,607.	
17 Travel	10,928.	11.	10,917.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	4,110.		4,110.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	57,837.	1,109.	56,728.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a AWARDS TO OTHERS	439,801.	439,801.		
b OFFICE EXPENSES	18,482.	18,482.		
c SUPPLIES	10,408.		10,408.	
d MEALS	8,386.	7,202.	1,184.	
e All other expenses	11,666.	3,107.	8,559.	
25 Total functional expenses. Add lines 1 through 24e	1,245,257.	480,836.	764,421.	0.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

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Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	0 .	1	173,605 .
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	0 .	4	213,969 .
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a		
	b Less: accumulated depreciation	10b		10c
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	0 .	15	36,277 .
16 Total assets. Add lines 1 through 15 (must equal line 33)	0 .	16	423,851 .	
Liabilities	17 Accounts payable and accrued expenses	0 .	17	173,670 .
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	0 .	25	201,660 .
	26 Total liabilities. Add lines 17 through 25	0 .	26	375,330 .
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions		27	
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds	0 .	29	0 .
	30 Paid-in or capital surplus, or land, building, or equipment fund	0 .	30	0 .
	31 Retained earnings, endowment, accumulated income, or other funds	0 .	31	48,521 .
	32 Total net assets or fund balances	0 .	32	48,521 .
33 Total liabilities and net assets/fund balances	0 .	33	423,851 .	

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Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,293,778.
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,245,257.
3	Revenue less expenses. Subtract line 2 from line 1	3	48,521.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	0.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	48,521.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

	Yes	No
1 Accounting method used to prepare the Form 990: <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2a	X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2b	X
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	2c	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____	3a	X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____	3b	

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Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")					78,429.	78,429.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3					78,429.	78,429.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						78,429.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4					78,429.	78,429.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						78,429.
12 Gross receipts from related activities, etc. (see instructions)					12	1,215,349.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	100.00	%
15 Public support percentage from 2022 Schedule A, Part II, line 14	15		%
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

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Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2022 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2023. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

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Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

PENSACOLA AND PERDIDO BAYS
ESTUARY PROGRAM

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
1		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No	
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			
2a			
2b			
3a			
3b			

PENSACOLA AND PERDIDO BAYS
ESTUARY PROGRAM

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions.
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

PENSACOLA AND PERDIDO BAYS
ESTUARY PROGRAM

Schedule A (Form 990) 2023

** - ***9384 Page 7

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2023 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1	Distributable amount for 2023 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2023 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2023		
a	From 2018		
b	From 2019		
c	From 2020		
d	From 2021		
e	From 2022		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2023 distributable amount		
i	Carryover from 2018 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2023 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2023 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2024. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2019		
b	Excess from 2020		
c	Excess from 2021		
d	Excess from 2022		
e	Excess from 2023		

Schedule A (Form 990) 2023

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization PENSACOLA AND PERDIDO BAYS ESTUARY PROGRAM

Employer identification number ** - *** 9384

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two Yes/No questions regarding donor property and grant fund usage.

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose(s) of conservation easements, a table for lines 2a-2d (Total number, acreage, certified historic structures, and non-certified historic structures), and questions 3-9 regarding modifications, monitoring, and reporting.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include questions 1a and 1b regarding reporting of art and historical treasures, and question 2 regarding financial gain reporting.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2023

**PENSACOLA AND PERDIDO BAYS
ESTUARY PROGRAM**

Schedule D (Form 990) 2023

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Part VII Investments - Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

Part IX Other Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) PAYMENTS TO DEPOSIT	955.
(2) PREPAID EXPENSES	322.
(3) DUE FROM	35,000.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	36,277.

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) CREDIT CARDS	4,688.
(3) ACCRUED PAYROLL	25,725.
(4) INSURANCE PAYABLE	2,955.
(5) DUE TO	35,000.
(6) DEFERRED REVENUE	133,292.
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	201,660.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Schedule D (Form 990) 2023

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2023

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization **PENSACOLA AND PERDIDO BAYS ESTUARY PROGRAM** Employer identification number ****-***9384**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial	X	1	42,000.	FAIR MARKET RENT
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ()				
26 Other ()				
27 Other ()				
28 Other ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?		X
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule M (Form 990) 2023

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Multiple horizontal lines for supplemental information.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization	PENSACOLA AND PERDIDO BAYS ESTUARY PROGRAM	Employer identification number **-***9384
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FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
 BUSINESSES, INDUSTRY, AND THE COMMUNITY ON ISSUES RELATING TO
 PRESERVING, RESTORING, IMPROVING AND MAINTAINING THE NATURAL HABITAT
 AND ECOSYSTEM OF THE BAYS, ESTUARIES AND WATERSHEDS OF PENSACOLA AND
 PERDIDO BAYS.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
 PENSACOLA AND PERDIDO BAYS.

FORM 990, PART VI, SECTION B, LINE 11B:
 REVIEWED BY GOVERNING BODY BEFORE SIGNATURE

FORM 990, PART VI, SECTION C, LINE 19:
 UPON REQUEST



Agenda Item 7.c.

Approval of FY24-25 Mid-year Budget Amendment

Background: Based on revenue and expenditures through the 2nd quarter of FY2024-2025, staff propose the following mid-year budget amendments to the initial budget adopted by the Board in September 2024. The major budget amendments include:

- Decrease in personnel costs associated with not filling the Finance Manager position.
- Increase in equipment costs associated with the purchase of a vessel that is budgeted in PPBEP's NOAA Pensacola Grant. The vessel will support monitoring, restoration, and education activities.
- Increase in contractual associated with completing strategic planning.
- Increase in administrative services associated with an increase in Carr, Riggs, and Ingram's contract due to not filling the Finance Manager position.

Recommendation: Recommend the Board approve the FY24-25 Mid-year Budget Amendment.

Financial Impact: The Board adopted operating budget for FY24-25 is currently \$995,176.34. The proposed mid-year amendment for the FY24-25 operating budget totals \$1,060,901.13. Sufficient revenue exists to cover expenditures.

Legal Review: N/A

Pensacola & Perdido Bays Estuary Program FY 2024-2025 Operating Budget

Revenue	FY24-25 Adopted	FY24-25 Amendment	
Local Contributions	\$ 307,350.00	\$ 292,350.00	
<i>Escambia</i>	\$ 126,350.00	\$ 126,350.00	
<i>Gulf Breeze</i>	\$ 20,000.00	\$ 10,000.00	
<i>Milton</i>	\$ 15,000.00	\$ 15,000.00	
<i>Okaloosa</i>	\$ 10,000.00	\$ 5,000.00	
<i>Orange Beach</i>	\$ 20,000.00	\$ 20,000.00	
<i>Pensacola</i>	\$ 30,000.00	\$ 30,000.00	
<i>Santa Rosa</i>	\$ 86,000.00	\$ 86,000.00	
State Contributions	\$ 1,509,558.00	\$ 1,613,128.00	
<i>Legislative Appropriation (FY23-24)</i>	\$ 528,100.00	\$ 528,100.00	
<i>Legislative Appropriation (FY24-25)</i>	\$ 750,000.00	\$ 750,000.00	
<i>Legislative NWFL WQ Appropriation</i>	\$ 231,458.00	\$ 231,458.00	
<i>UWF/PPBEP Appropriation (FY24-25)</i>	\$ -	\$ -	
<i>Regional Resilience Entity</i>	\$ -	\$ 5,570.00	
<i>FWC SAV Mapping PO</i>	\$ -	\$ 98,000.00	
Federal Contributions	\$ -	\$ -	
Competitive Grants	\$ 19,302,158.26	\$ 19,337,158.26	
<i>NOAA BWET</i>	\$ 56,119.00	\$ 56,119.00	
<i>Resilient Florida</i>	\$ 687,280.28	\$ 687,280.28	
<i>DEP RESTORE 3b Carpenter Creek</i>	\$ 2,200,000.00	\$ 2,200,000.00	
<i>NOAA IIIA Pensacola</i>	\$ 10,993,372.00	\$ 10,993,372.00	
<i>NOAA IIIA Perdido</i>	\$ 1,628,962.00	\$ 1,628,962.00	
<i>NOAA IIIA RAE</i>	\$ 234,943.06	\$ 234,943.06	
<i>FLRACEP</i>	\$ 312,304.92	\$ 312,304.92	
<i>NRDA SRC Septic to Sewer Monitoring</i>	\$ 331,077.00	\$ 331,077.00	
<i>NFWF Orange Beach Marine Debris</i>	\$ -	\$ 35,000.00	
<i>NRDA MST</i>	\$ 2,858,100.00	\$ 2,858,100.00	
Donations and Sponsorships	\$ 43,033.69	\$ 38,729.00	
Interest	\$ -	\$ 6,515.29	
Carry Forward	\$ -	\$ -	
Total Revenue	\$ 21,162,099.95	\$ 21,287,880.55	
Expenditures			
Personnel	\$ 596,058.73	\$ 530,801.13	
<i>Executive Director</i>	\$ 104,677.66	\$ 104,677.66	
<i>Senior Scientist</i>	\$ 87,185.61	\$ 87,185.61	
<i>Community Outreach Coordinator</i>	\$ 60,198.01	\$ 60,198.01	
<i>Environmental Scientist</i>	\$ 64,355.20	\$ 64,355.20	
<i>Community Outreach Assistant</i>	\$ 44,133.44	\$ 44,133.44	
<i>Finance Manager</i>	\$ 61,984.00	\$ -	Position has not been filled. Funding reallocated to CRI contract for accounting support.
<i>Restoration Program Manager</i>	\$ 60,008.00	\$ 60,070.40	
<i>Coastal Restoration Coordinator</i>	\$ 51,916.80	\$ 51,916.80	
<i>Environmental Technician</i>	\$ 41,600.00	\$ 43,264.00	4% raise provided after six month probationary evaluation for exceptional performance.
<i>Internships</i>	\$ 20,000.00	\$ 15,000.00	Minor deduction to reflect actual time.
Fringe Benefits	\$ 172,817.62	\$ 150,200.00	Reflects actual projected fringe and payroll expenses.
<i>FICA</i>		\$ 34,000.00	
<i>FLSUTA</i>		\$ 4,000.00	
<i>Fringe Benefits</i>		\$ 110,000.00	
<i>Payroll Fees</i>		\$ 2,200.00	
Total Personnel	\$ 768,876.34	\$ 681,001.13	
Travel	\$ 20,000.00	\$ 20,000.00	
Equipment	\$ 7,500.00	\$ 72,600.00	
<i>Trailer</i>	\$ 7,500.00	\$ 8,500.00	Vessel trailer. NOAA Pensacola Grant.
<i>Vessel</i>	\$ -	\$ 64,100.00	Vessel. NOAA Pensacola Grant.
Supplies	\$ 36,500.00	\$ 37,500.00	
<i>Office Supplies</i>	\$ 3,000.00	\$ 3,000.00	
<i>Office Equipment</i>	\$ 6,000.00	\$ 6,000.00	
<i>Field Supplies</i>	\$ 3,000.00	\$ 3,000.00	
<i>Fuel</i>	\$ 3,000.00	\$ 1,000.00	Reduction in projected fuel costs.
<i>Maintenance</i>	\$ 5,000.00	\$ 5,000.00	
<i>Workshop/Meeting Refreshments/Rentals</i>	\$ 6,500.00	\$ 6,500.00	
<i>Education and Outreach</i>	\$ 10,000.00	\$ 10,000.00	
<i>Volunteer Support</i>	\$ -	\$ 1,000.00	Shirts and snacks for volunteers. Volunteer appreciation.
<i>Staff Uniforms</i>	\$ -	\$ 2,000.00	Staff uniform shirts.
Communications	\$ 4,800.00	\$ 2,700.00	
<i>Phones</i>	\$ 1,800.00	\$ 700.00	
<i>Website Hosting/Maintenance</i>	\$ 3,000.00	\$ 2,000.00	
Fees and Dues	\$ 24,500.00	\$ 25,500.00	
<i>Registrations</i>	\$ -	\$ 1,000.00	Registration for vehicle, vessel, and organization registration fees
<i>Subscriptions</i>	\$ 10,000.00	\$ 10,000.00	
<i>Memberships</i>	\$ 5,000.00	\$ 5,000.00	
<i>Sponsorship</i>	\$ 2,500.00	\$ 2,500.00	
<i>Professional Development</i>	\$ 6,000.00	\$ 6,000.00	
<i>Other Fees</i>	\$ 1,000.00	\$ 1,000.00	
Contractual	\$ 22,000.00	\$ 35,100.00	
<i>Consulting/Lobbying</i>	\$ 12,000.00	\$ 2,000.00	Reduction as contract is not anticipated to be executed until August 2025.
<i>Printer Lease</i>	\$ 2,500.00	\$ 600.00	
<i>Marketing Services</i>	\$ 7,500.00	\$ 7,500.00	
<i>Strategic Planning</i>	\$ -	\$ 25,000.00	Strategic Planning, Org. Restructuring
Administrative Services	\$ 99,000.00	\$ 171,500.00	
<i>Office Lease & Utilities</i>	\$ 42,000.00	\$ 42,000.00	
<i>Accounting</i>	\$ 12,000.00	\$ 75,000.00	Increase due to not filling Finance Manager position. CRI providing bookkeeping support.
<i>Auditing</i>	\$ 15,000.00	\$ 15,000.00	
<i>Legal</i>	\$ 12,000.00	\$ 12,000.00	
<i>Insurance</i>	\$ 18,000.00	\$ 27,500.00	Increase due to cost of vehicle insurance.
Other	\$ 12,000.00	\$ 15,000.00	
<i>Fundraising</i>	\$ 12,000.00	\$ 15,000.00	
Total Operating	\$ 226,300.00	\$ 379,900.00	
Total Personnel + Operating	\$ 995,176.34	\$ 1,060,901.13	
Total Work Plan	\$ 4,108,031.84	\$ 4,108,031.84	
Total Expenditures	\$ 5,103,208.18	\$ 5,168,932.97	
Grant Account Unencumbered	\$ 16,058,891.77	\$ 16,118,947.58	



Agenda Item 7.d.

Approval of Proposed FY25-26 Operating Budget

Background: Staff has prepared the enclosed proposed operating budget for FY2025-2026. The budget proposes no new staffing over FY2024-2025 levels and includes a 3% cost of living increase for all staff and budget for merit-based raises. Staff is proposing a new organization structure go into effect October 1st (enclosed). This includes reprogramming the following positions: Finance Manager to Operations Manager; Community Outreach Coordinator to Outreach & Education Program Manager; and Community Outreach Assistant to Community Science Coordinator. Also of note is a salary adjustment for the Senior Scientist for greater organizational responsibility with the reorganization, and the Environmental Scientist to bring the salary inline with prevailing rates for personnel with doctorate degrees.

Other operating costs are relatively flat or reduced compared to FY24-25.

The budget detail shows all currently active and funded grant projects under Project Workplan. The remaining grant funds not anticipated to be encumbered during FY25-26 is shown as unencumbered in the Grant Account.

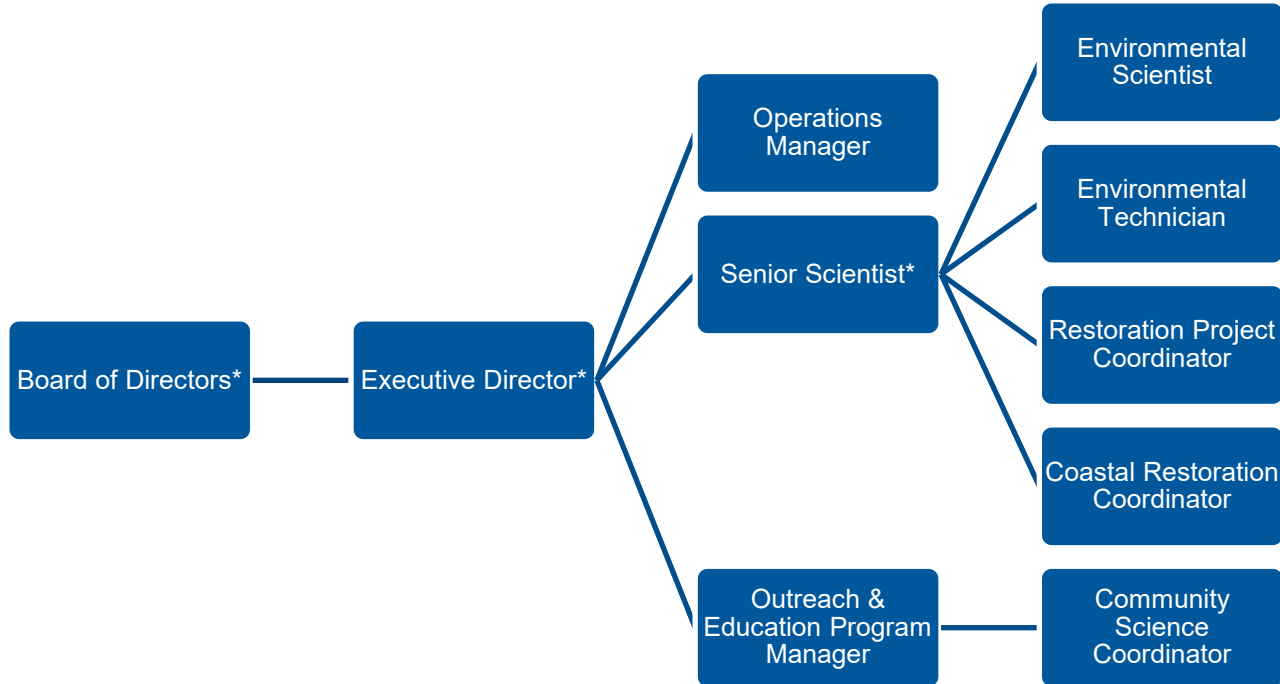
Several decisions over the summer will ultimately inform the final operating budget presented to the Board for approval in September. That includes local government contribution determinations, announcement of several pending grant applications, and National Estuary Program enrollment.

Please note the final proposed budget presented in September will change once actual projected carry forward amounts are determined based on third quarter expenditures, as well as the final project workplan is developed. The final budget will be presented to the Subcommittee and Board for final approval in September.

Recommendation: Recommend the Board approve the proposed FY25-26 Operating Budget.

Financial Impact: Assuming the FY25-26 Operating Budget were approved today, the operating budget would be \$1,056,722.83. As mentioned above, the final budget will be brought to the Board for final approval in September.

Legal Review: N/A



**Strategic Advisory Team*

Pensacola and Perdido Bays Estuary Program FY 2025-2026 Proposed Operating Budget

Revenue	FY24-25 Adopted As Amended	FY25-26 Proposed	
Local Contributions	\$ 292,350.00	\$ 302,350.00	
<i>Century</i>	\$ -	\$ -	
<i>Escambia</i>	\$ 126,350.00	\$ 126,350.00	
<i>Gulf Breeze</i>	\$ 10,000.00	\$ 15,000.00	
<i>Milton</i>	\$ 15,000.00	\$ 15,000.00	
<i>Okaloosa</i>	\$ 5,000.00	\$ 10,000.00	
<i>Orange Beach</i>	\$ 20,000.00	\$ 20,000.00	
<i>Pensacola</i>	\$ 30,000.00	\$ 30,000.00	
<i>Santa Rosa</i>	\$ 86,000.00	\$ 86,000.00	
State Contributions	\$ 1,613,128.00	\$ 1,073,000.00	
<i>Legislative Appropriation (FY23-24)</i>	\$ 528,100.00	\$ -	
<i>Legislative Appropriation (FY24-25)</i>	\$ 750,000.00	\$ -	
<i>Legislative NWFL WQ Appropriation</i>	\$ 231,458.00	\$ -	
<i>Legislative Appropriation (FY25-26)</i>	\$ -	\$ 975,000.00	
<i>Regional Resilience Entity</i>	\$ 5,570.00	\$ -	
<i>FWC SAV Mapping PO</i>	\$ 98,000.00	\$ 98,000.00	
Federal Contributions	\$ -	\$ -	
Competitive Grants	\$ 19,337,158.26	\$ 10,750,000.00	
<i>NOAA BWET</i>	\$ 56,119.00	\$ -	
<i>Resilient Florida</i>	\$ 687,280.28	\$ -	
<i>DEP RESTORE 3b Carpenter Creek</i>	\$ 2,200,000.00	\$ -	
<i>NOAA IJA Pensacola</i>	\$ 10,993,372.00	\$ -	
<i>NOAA IJA Perdido</i>	\$ 1,628,962.00	\$ -	
<i>NOAA IJA RAE</i>	\$ 234,943.06	\$ -	
<i>FLRACEP</i>	\$ 312,304.92	\$ -	
<i>NRDA SRC Septic to Sewer Monitoring</i>	\$ 331,077.00	\$ -	
<i>NFWF Orange Beach Marine Debris</i>	\$ 35,000.00	\$ -	
<i>NRDA MST</i>	\$ 2,858,100.00	\$ -	
<i>EPA Water Quality</i>	\$ -	\$ 750,000.00	
<i>NFWF GEBF Oyster Restoration Initiative</i>	\$ -	\$ 10,000,000.00	
Donations and Sponsorships	\$ 38,729.00	\$ 50,000.00	
Interest	\$ 6,515.29	\$ -	
Carry Forward	\$ -	\$ 20,944,716.26	Carry forward totals all committed funds. Carry forward total will be updated at time of final budget presentation.
Total Revenue	\$ 21,287,880.55	\$ 33,120,066.26	
Expenditures			
Personnel (Salary & Wages)	\$ 530,801.13	\$ 629,760.71	
Fringe Benefits + Payroll Expenses	\$ 150,200.00	\$ 176,162.12	
Total Personnel	\$ 681,001.13	\$ 805,922.83	
Travel	\$ 20,000.00	\$ 20,000.00	
Equipment	\$ 72,600.00	\$ -	
<i>Trailer</i>	\$ 8,500.00	\$ -	
<i>Truck</i>	\$ -	\$ -	
<i>Vessel</i>	\$ 64,100.00	\$ -	
Supplies	\$ 37,500.00	\$ 39,500.00	
<i>Office Supplies</i>	\$ 3,000.00	\$ 3,000.00	
<i>Office Equipment</i>	\$ 6,000.00	\$ 6,000.00	
<i>Field Supplies</i>	\$ 3,000.00	\$ 3,000.00	
<i>Fuel</i>	\$ 1,000.00	\$ 3,000.00	
<i>Maintenance</i>	\$ 5,000.00	\$ 5,000.00	
<i>Workshop/Meeting Refreshments/Rentals</i>	\$ 6,500.00	\$ 6,500.00	
<i>Education and Outreach</i>	\$ 10,000.00	\$ 10,000.00	
<i>Volunteer Support</i>	\$ 1,000.00	\$ 1,000.00	
<i>Staff Uniforms</i>	\$ 2,000.00	\$ 2,000.00	
Communications	\$ 2,700.00	\$ 4,800.00	
<i>Phones</i>	\$ 700.00	\$ 1,800.00	
<i>Website Hosting/Maintenance</i>	\$ 2,000.00	\$ 3,000.00	
Fees and Dues	\$ 25,500.00	\$ 25,500.00	
<i>Registrations</i>	\$ 1,000.00	\$ 1,000.00	
<i>Subscriptions</i>	\$ 10,000.00	\$ 10,000.00	
<i>Memberships</i>	\$ 5,000.00	\$ 5,000.00	
<i>Sponsorship</i>	\$ 2,500.00	\$ 2,500.00	
<i>Professional Development</i>	\$ 6,000.00	\$ 6,000.00	
<i>Other Fees</i>	\$ 1,000.00	\$ 1,000.00	
Contractual	\$ 35,100.00	\$ 22,000.00	
<i>Consulting/Lobbying</i>	\$ 2,000.00	\$ 12,000.00	
<i>Printer Lease</i>	\$ 600.00	\$ 2,500.00	
<i>Marketing Services</i>	\$ 7,500.00	\$ 7,500.00	
<i>Strategic Planning</i>	\$ 25,000.00	\$ -	
Administrative Services	\$ 171,500.00	\$ 124,000.00	
<i>Office Lease & Utilities</i>	\$ 42,000.00	\$ 42,000.00	
<i>Accounting</i>	\$ 75,000.00	\$ 15,000.00	
<i>Auditing</i>	\$ 15,000.00	\$ 15,000.00	
<i>Legal</i>	\$ 12,000.00	\$ 12,000.00	
<i>Insurance</i>	\$ 27,500.00	\$ 40,000.00	
Other	\$ 15,000.00	\$ 15,000.00	
<i>Fundraising</i>	\$ 15,000.00	\$ 15,000.00	
Total Operating	\$ 379,900.00	\$ 250,800.00	
Total Personnel + Operating	\$ 1,060,901.13	\$ 1,056,722.83	
Total Work Plan	\$ 4,108,031.84	\$ 5,060,233.50	
Total Expenditures	\$ 5,168,932.97	\$ 6,116,956.33	
Grant Account Unencumbered	\$ 16,118,947.58	\$ 27,003,109.93	



Agenda Item 7.e.

Approval of Health Insurance Coverage Renewal with the Florida League of Cities

Background: At the September 2024 Board Meeting, the Board approved renewing coverage with the Florida League of Cities Florida Municipal Insurance Trust Health Insurance Coverage Plan. As of FY25-26, health insurance premiums are increasing by six percent. Dental and vision premiums remain unchanged.

Staff has worked with the League to ensure the new rates are as low as possible. Staff worked with the League to evaluate other United Healthcare plan options, all of which either significantly increase premiums or dramatically reduce benefits to employees.

Staff is recommending renewal of the current plan option for FY25-26.

Recommendation: Recommend the Board approve of health insurance coverage renewal with the Florida League of Cities.

Financial Impact: Based on staffing projected for FY25-26, benefit premiums and HSA contributions will cost the Program approximately \$75,000, an approximately \$10,000 increase from FY24-25. Sufficient funding has been budgeted for FY25-26.

Legal Review: N/A

Florida Municipal Insurance Trust
Pensacola & Perdido Bays Estuary Program
Rate Quote for Medical and Prescription Drug Benefit Coverage

Current Rates - UnitedHealthcare Choice Plus HSA Plan 5				
10/01/2024-				
Contract Type	Enrollment	09/30/2025	Monthly Premium	Annual Premium
Single	2	\$447.76	\$895.52	\$10,746.24
EE + Spouse	2	\$962.71	\$1,925.42	\$23,105.04
EE + Children	1	\$828.37	\$828.37	\$9,940.44
Family	2	\$1,343.31	\$2,686.62	\$32,239.44
Total	7		\$6,335.93	\$76,031.16

Renewal Rates - UnitedHealthcare Choice Plus HSA Plan 5				
10/01/2025-				
Contract Type	Enrollment	09/30/2026	Monthly Premium	Annual Premium
Single	2	\$474.18	\$948.36	\$11,380.27
EE + Spouse	2	\$1,019.51	\$2,039.02	\$24,468.24
EE + Children	1	\$877.24	\$877.24	\$10,526.93
Family	2	\$1,422.57	\$2,845.13	\$34,141.57
Total	7		\$6,709.75	\$80,517.00

Percent Change	5.90%
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Prescription Drug Copays	
Retail:	\$10/\$35/\$60
Mail Order:	\$25/\$87.50/\$150



This Coverage Agreement shall memorialize the group health plan coverage and required premiums as agreed between Florida Municipal Insurance Trust ("FMIT") and Pensacola & Perdido Bays Estuary Program ("Designated Member"). The effective date of this agreement is 10/01/2025-09/30/2026.

Coverage / Plans

Medical Coverage
UnitedHealthcare, Rx Copays \$10/\$35/\$60; 2.5 for mail order \$25/\$87.50/\$150
Delta Dental PPO 1500-Employer Paid
UnitedHealthcare Vision Coverage-Voluntary Paid
The Standard Life Basic with AD&D-Employer Paid

Premiums

UnitedHealthcare Plan 5		Delta Dental PPO 1500	
Employee	\$474.18	Employee	\$33.61
Employee + Spouse	\$1,019.51	Employee + Spouse	\$67.36
Employee + Children	\$877.24	Employee + Children	\$71.58
Employee + Family	\$1,422.57	Employee + Family	\$110.27

Life Basic with AD&D		UnitedHealthcare Vision	
Employee	\$3.90	Employee	\$6.55
Line of Duty (For \$10,000 of coverage)	\$4.00	Employee + Spouse	\$12.09
		Employee + Children	\$12.29
		Employee + Family	\$22.03

Other Specified Items

As a condition of the Coverage/Plans provided pursuant to this Coverage Agreement, Designated Member agrees to use UnitedHealthcare Benefit Services for all administration of benefits under the Continuation of Health Coverage requirements of the Consolidated Omnibus Budget Reconciliation Act, more commonly referred to as "COBRA" benefits.

Disclosure (new FMIT groups only)
Dependent SSN for enrollment

Signatures

Representative, Florida Municipal Insurance Trust

Date

Representative, Pensacola & Perdido Bays Estuary Program

Date

Note: Termination of coverage requires a 45 day written notice.



Agenda Item 7.f.

Approval of a Professional Services Contract with Arrow Group, LLC for Lobbying Services

Background: Since 2024, Brett Cyphers of Arrow Group, LLC (formerly Anfield Consulting) has served as PPBEP's lobbyist and strategic consultant. Brett and Arrow have provided his services pro bono over the last two Florida legislative sessions. Brett recently started a new position with an environmental restoration firm.

Kim Shugar has recently joined Arrow Group, serving as their environmental lead for policy and lobbying. Kim previously worked for the Florida Department of Environmental Protection and Florida Legislature, among other local government and non-profit positions. Kim is supported by Alex Kernan, formerly DEP's Legislative Affairs Director.

Staff is recommending enter into a month-to-month contract with Arrow Group for lobbying and strategic consulting services at a monthly amount of \$1,000. The prevailing rate for lobbying services is approximately \$5,000 per month, for comparison.

The firm profile, Kim's resume, and contract are enclosed.

Recommendation: Recommend the Board approve a contract with Arrow Group, LLC for strategic consulting and lobbying services on a month-to-month basis at a monthly rate of \$1,000.

Financial Impact: Approval of the contract will encumber \$12,000 from the General Operating Account for services.

Legal Review: General Counsel has reviewed and approved the contract.



Our Aim

We are Arrow Group, a dynamic new partnership that is reimagining government affairs consulting in Florida. With the direction and decisiveness our name evokes, we are committed to hitting your target.

Our capability and success are rooted in connections cultivated over several decades, positioning us in the closest proximity to every facet of state government. As we merge deep individual expertise with our collaborative team culture, we harness our reputation, relationships, and creative problem solving to craft full-service solutions for clients.

Our Edge

Trust and Reliability

- The Arrow Group reputation is built on honest and straightforward communication with clients and key decision makers. With extensive credentials from the state's highest echelons of public service, we pride ourselves on our integrity.

Relationship Rich

- We offer unparalleled subject matter expertise across multiple sectors of industry, including energy, healthcare, environment, finance, nonprofits, and utilities. Arrow Group's connections throughout Florida's legislative, executive, and local government spheres provide clients with near-instant access and clarity.

Creativity and Problem Solving

- Arrow Group's clients seek unique solutions for complex challenges. Our nothing-is-impossible mindset emphasizes tailored strategies to overcome obstacles and achieve results. We diligently leverage our broad and evolving knowledge of Florida government to attain wins for you and the communities you represent, increasing buy-in for your causes.

Service-Oriented Culture

- Authentic camaraderie and friendship, paired with a commitment to community service, drive our team members. Our clients often view Arrow Group as an extension of their own teams, reflecting the familial approach and partnership mentality we strive to establish.

Firm Experience - Environmental, Local Government, and Growth Management

Anfield Consulting, a respected name in the lobbying industry, recently merged with the Government Affairs Practice Group at Gunster, one of Florida's largest and most established law firms, to form Arrow Group, a subsidiary of Gunster. This merger was the result of careful planning and a shared vision to create an organization better equipped to serve clients in an increasingly complex business environment.

Arrow Group, formerly Anfield, is a recognized leader among environmental, local government, and growth management lobbying firms bringing their public and private sector clients a proven record of success with decades of experience working in Florida's policy, legislative, and government affairs arenas. In addition to efforts on behalf of its clients, Arrow Group is also committed to public service through pro bono advocacy to increase funding for the development and protection of water resources in partnership with the major county and municipal utilities and nonprofits in Florida.

Why Choose Arrow Group?

Deep Industry Expertise

- Our advisors have hands-on experience across a wide range of industries including energy, healthcare, environment, finance, nonprofits, and utilities.

Collaborative Approach

- We partner with clients to understand their goals and challenges, delivering customized solutions that align with their vision.

Gunster Backing

- As a subsidiary of Gunster, Arrow Group leverages the resources, reputation, and legal expertise of a leading law firm, providing clients with a unique blend of business and legal insight.

KIM SHUGAR

720-448-3360 kimshugar@gmail.com
Linkedin Profile - [linkedin.com/in/kim-shugar](https://www.linkedin.com/in/kim-shugar)

EXPERTISE AND CRITICAL CONTRIBUTIONS

- Policy Development and Implementation
- Strategic Planning and Execution
- Collaboration and Partnership Development
- Research, Analysis, and Problem Solving
- Public Outreach, Engagement, and Facilitation
- Leadership by Example and Motivation
- Operational Optimization
- Advocacy
- Legislative and Governmental Affairs
- Effective Communication
- Natural Resources and Water Resources Management
- Nonprofit Management
- Program and Project Management
- Fiscal and Human Resource Management

Respected senior level leader with over 25 years of experience in water and natural resource management, policy development and implementation, strategic planning, and program and project management. Skilled at partnering and collaborating with a wide diversity of stakeholders to deliver high quality, innovative results.

PROFESSIONAL EXPERIENCE

ARROW GROUP

Senior Advisor, Environmental Policy Leader

2/25 - current

- Provide policy support for clients
- Assist clients in the development of written position statements and to distribute such position statements to members of appropriate legislative committees and legislators
- Monitor proposed legislation and legislative committee activities directly related to the client's interests
- Coordinate, arrange, and attend any meetings throughout the year with state leaders and client representatives
- Organize introductory meetings with key legislative members or other officials for the purpose of establishing relationships directly related to the client's interests
- Monitor activities of the Governor and the executive agencies directly related to the client's interests
- Coordinate activities with consultants, lobbyists, and other appropriate parties to best influence the outcome of issues of common interests

FLORIDA DEPARTMENT OF ENVIRONMENTAL PROTECTION

Director

6/22 – 2/25

- Served as a senior level manager position directing the Division of Environmental Assessment and Restoration (250 staff with a budget over \$60 million) and overseeing state water quality programs
- Developed and implemented agency policies and rules related to water quality and restoration programs
- Interacted with all levels of government, including the Florida Legislature

AMERICAN MEMBRANE TECHNOLOGY ASSOCIATION (AMTA)

Executive Director and Chief Operating Officer

1/21 – 8/22

- Served as an ambassador and primary spokesperson to build public awareness of the organization and the application of membrane technology for water treatment
- Developed and enhanced relationships with members, affiliate organizations, fellow industry associations, governments, and industry leaders
- Served as chief operating officer responsible for oversight of the administration and operations of the nonprofit
- Supervised development of the annual conference and other technical workshops and webinars

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

Deputy Director

5/19 – 2/21

- Provided oversight of the administration and operation of the division
- Coordinated interagency and external relations to maintain effective working relationships
- Ensured cross-functional communications and accomplishment of division programmatic objectives
- Identified, recruited, and developed staff to achieve goals and strategic priorities
- Assisted with development and implementation of statewide and regional agricultural water resource policy and protection programs, including legislation and rulemaking

FLORIDA HOUSE OF REPRESENTATIVES

Policy Chief

10/16 – 5/19

- Served as the senior advisor and expert in the agriculture, natural resources, and public lands policy areas
- Directed preparation of complex state policy analyses, legislation, and legislative programs to solve problems
- Coordinated the planning and preparation of subcommittee meetings
- Prepared subcommittee work plans, reports and correspondence, and budget documents
- Communicated, consulted, and collaborated with legislators, agencies, and other stakeholder organizations
- Supervised professional staff
- Conceptualized, planned, and conducted studies and research to evaluate and solve problems
- Review operations of executive branch agencies, including compliance of citizen support organizations

PRIVATE CONSULTANT

11/15 – 10/16

- Served as liaison and provided coordination with federal and state agencies in development of disaster recovery and resiliency efforts for the City of Longmont, CO
- Provided documentation and records control for flood recovery projects
- Developed grant applications and maintained grant compliance

CITY OF LONGMONT, CO

Natural Resources Division Manager - Public Works and Natural Resources

6/11- 11/15

- Directed and refocused the operations and administrative functions of a multidisciplinary division (30+ staff)
- Managed 15,000 acres of conservation lands, 42 parks and 93.6 miles of trails and greenways, urban and watershed forestry programs, park development, land acquisition program, passive parks, reservoir operations, agricultural lease management, and recreation programs
- Coordinated strategic planning and policy development for natural resource management, parks, greenways, and outdoor recreation
- Optimized internal operational processes to improve land management and operational efficiencies that reduced costs, improved services, and improved protection of natural resources
- Developed, monitored, and ensured successful implementation of the capital improvement plan
- Collaborated with partners and stakeholders—volunteers, donors, City Council, board members, and agencies
- Provided oversight of the development of the City's first Parks, Recreation and Trails Master Plan
- Served as program manager and project manager for disaster recovery efforts and award winning resilience project-Resilient St. Vrain
- Secured over \$50 million in grant funding from public nongovernmental organizations
- Served as the vice-chair of the City Community Involvement Team

SOUTH FLORIDA WATER MANAGEMENT DISTRICT, West Palm Beach, FL

Department Director, Intergovernmental Programs

10/08 – 06/11

- Led and directed a multidisciplinary department (100+ staff with a budget over \$60 million)
- Managed all administrative functions, including human resource functions, budget development, financial forecasting, strategic planning, and performance measure development and tracking
- Served on the agency senior leadership team and worked with governing board members to solve problems
- Provided oversight of water supply planning and water policy development and implementation, including coordination with utilities, local governments, and other stakeholders

- Coordinated land use review with local governments and developers related to water and natural resources
- Provided oversight of the agency's nine regional service centers to ensure coordination among staff for project management, community outreach and education, and government relations
- Provided project management oversight of over 65 projects with different local governments

Deputy Department Director, Land Acquisition and Land Management 11/06 – 10/08

- Re-organized, revitalized, and led a multidisciplinary department (90+ staff) with a \$160 million budget
- Managed all administrative and operational functions, including budget development and human resource functions, developing financial forecasts, project, and grant management, and tracking performance measures
- Established systems and processes optimizing land management operations for 1.3 million acres of land, reducing resource needs, providing public recreation and access opportunities, and ensuring compliance with all state and federal regulations
- Assisted with land acquisitions and provided oversight of leases and conservation easements
- Served as Deputy Chief of Planning in the emergency operations center
- Collaborated with internal and external stakeholders to improve public awareness of agency programs

FLORIDA DEPARTMENT OF ENVIRONMENTAL PROTECTION

Director, Office of Ecosystem Projects, Tallahassee, FL 11/05 – 11/06

- Directed and provided oversight of policy and financial aspects (over \$200 million a year) of the state's largest environmental programs—Everglades, Lake Okeechobee, springs, and Apalachicola-Chattahoochee-Flint
- Served as a member of the executive leadership team – developed organizational policies/procedures
- Served as state intergovernmental liaison and collaborated and coordinated policy development
- Represented the state on various boards and committees
- Advanced negotiations with the federal government on Everglades litigation issues
- Provided project benefits recommendations to the Governor for Everglades restoration projects including recreation, land conservation and planning, land management, water supply, and flood protection

Program Administrator, West Palm Beach, FL 8/04 - 11/05

- Directed and provided leadership to an interdisciplinary program of biologists, ecologists, project managers, laboratory technicians, field technicians, planners, and public outreach specialists (16)
- Provided oversight of the southeast laboratory and water quality monitoring
- Coordinated permitting of south Florida environmental restoration efforts and directed the development of streamlined approaches for regional state permitting authorizations
- Developed and executed public education campaigns, including Clean Marina and Green Lodging
- Provided coordination with power, water and wastewater utilities during siting and permitting
- Represented the agency on the South Florida Regional Planning Council, boards, and Everglades restoration project restoration planning committees

EDUCATION

M.S. in Environmental Engineering Sciences, University of Florida

B.S. in Biology, Mercer University

Graduate Courses in Business Administration, Florida Gulf Coast University and Florida Atlantic University

Other Trainings and Certifications:

- **Public Outreach and Facilitation** – Emotion, Engaging Citizens - Community Involvement; Facilitation and Meeting Management; Facilitator Training
- **Leadership** – 9Gs Leadership Series; 7 Habits of Highly Effective People; Tapping Star Quality; Leadership Palm Beach County; Leadership Longmont; Workforce Planning; Good to Great
- **Government Efficiency** – Lean Government – University of Colorado
- **Planning** – U.S. Army Corps of Engineers federal planning process
- **Asset Management** – Infrastructure Asset Planning and Management – CH2MHill
- **Emergency Management** – FEMA Training – National Incident Management System



ARROWGROUP

AGREEMENT FOR PROFESSIONAL SERVICES

This contract for professional services (hereinafter referred to as “Agreement”) is by and between Arrow Group Consulting, LLC, a privately-owned limited liability company registered in the State of Florida (hereinafter referred to as “ARROW”), and Pensacola and Perdido Bays Estuary Program, Inc. a Florida not-for-profit corporation serving as an instrumentality of government (hereinafter referred to as "CLIENT"). ARROW and CLIENT shall collectively be referred to as the “Parties.”

(1) Services: ARROW shall assist CLIENT with strategic consulting and lobbying services. All representations made by ARROW on CLIENT’S behalf shall be subject to prior approval by CLIENT’S authorized representative, Matt Posner.

In furtherance of this Agreement, ARROW will:

(a) At CLIENT’S request, facilitate meetings with key decision-makers within the Florida Legislature, Governor’s Office, state agencies, water management districts, and local governments. The objective of these meetings are to advance the CLIENT’S vision and mission, and promote, support, and educate key decision-makers and stakeholders on programs, projects, and initiatives that support implementation of the CLIENT’S Comprehensive Conservation and Management Plan; and

(b) Work with CLIENT to develop and execute a strategy for securing state funding support for each project as opportunities arise.

Arrow has not been retained to provide CLIENT with any legal advice, including but not limited to, areas of tax, securities, corporate or other specialized areas of law related or unrelated to the specific representation which ARROW has undertaken. ARROW assumes no responsibility or obligation to provide any legal advice unless specifically contracted for separately in writing. ARROW is a subsidiary of GUNSTER, YOAKLEY & STEWART, P.A. (hereinafter referred to as “GUNSTER”).

(2) Staffing: Kimberly Shugar will serve as the primary point of contact and be supported by Alexandria Kernan. Because of various strengths in relationships and geographic areas of legislative members, other lobbyists may also be assigned to this matter. Staffing will depend primarily on the judgment of ARROW as to the experience and expertise required to properly provide the CLIENT with appropriate representation as detailed in this engagement.

(3) Term and Compensation: The term of this Agreement will commence on August 1, 2025 **on a month-to-month basis**. CLIENT will pay ARROW to perform the services specified in Section (1) (referred to as the “fee”). By mutual agreement, the fees will be paid monthly in the amount of **one thousand dollars (\$1,000.00)** with each fee payable monthly upon receipt of an electronic



ARROWGROUP

invoice from ARROW on the 15th of the month. ARROW submits statements for services rendered and costs advanced on a monthly basis. Statements are to be paid in full within 30 days after receipt.

Any statement not paid when due, will, at ARROW's option, bear a late charge at the rate of 1% per month for each month the statement remains unpaid. If any statement is not paid in full within 30 days, ARROW will have the option to withdraw from this representation and you hereby consent to withdrawal under those conditions.

(4) Costs: The monthly fee payable to ARROW covers all incidental costs or fees related to services provided by subcontractors identified by ARROW and authorized by CLIENT for retention such as regular U.S. mail, copies, and telephone. However, ARROW shall be entitled to reimbursement in addition to the terms and fees stated herein for additional expenses, including but not limited to, business travel, lodging, meals, state or local lobbying registration or renewal fees, express mail costs, mass mailing, teleconference call charges, costs of preparing presentation materials needed to represent the CLIENT, and similar related costs during the term of the agreement. ARROW will discuss such expenditures with CLIENT and receive prior authorization before incurring them. Charges for certain additional services rendered by the firm, including computerized database access and usage, special word processing and secretarial services, and the receipt and transmission of telecopies. These costs and the corresponding details will be included on each invoice.

(5) Issuance of Payments and Notice: CLIENT can remit payment by check or wire. Checks should be made payable to "The Arrow Group", and sent to: 777 South Flagler Drive, Suite 500 East Tower, West Palm Beach, FL 33401. Wire payment information is available at the bottom of all invoices. All written notices from CLIENT to ARROW shall also be sent to this address.

(6) Renewal and Termination: This Agreement may be modified or extended only by a written document signed by both Parties. Conversely, either Party may terminate this Agreement prior to the date (if applicable) established in section (3) of this Agreement by providing written notice to the other Party sixty (60) days prior to the desired date of termination.

CLIENT shall pay ARROW for any and all services and CLIENT approved expenses during the term of this Agreement up to and until the established date of termination. In the event of early termination, the final amount to be paid shall be established on a pro-rata basis based on number of business days in a calendar year. If monthly fee or retainer, if applicable, exceed the pro-rata amount due, ARROW shall remit the difference within 30 days of termination in a check or money order payable to: Pensacola and Perdido Bays Estuary Program, 226 S. Palafox Place, 5th floor, Pensacola, FL 32502.



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(7) Governing Law: This Agreement is executed in the State of Florida and shall be construed, interpreted, and governed by the laws of such state, and by all applicable laws of the United States of America.

(8) Severability: If any provision of this Agreement is held to be unenforceable, the remainder of this Agreement shall be severable and not affected thereby.

(9) Confidentiality: ARROW acknowledges and understands that this Agreement and the services rendered to the CLIENT are confidential between the two Parties and that a violation or breach of confidentiality is cause for termination and other relief pursuant to section (7) of this Agreement.

(10) Registration and Reporting Requirements: In providing its services under this Agreement, ARROW and its staff will endeavor to maintain confidentiality regarding information relating to this representation where applicable. However, the services covered by this Agreement are lobbying services and ARROW, its staff, and the CLIENT will be subject to registration and reporting requirements, as are provided for in statutes and ordinances applicable to lobbying activities.

Therefore, in complying with these requirements ARROW and its staff will register prior to undertaking any effort on the CLIENT's behalf with legislative, executive, or municipal members, staff, or employees. When registrations or other required reports, disclosures or responses are required, ARROW will timely furnish the CLIENT with copies of such forms, reports and responses and the CLIENT agrees to execute such documents as are required by law and otherwise cooperate in achieving compliance and the avoidance of penalties. Reporting will be made pursuant to the relevant portion of work between legislative and executive agency contact. By entering into this Agreement CLIENT hereby consents to making such registrations and disclosures as are legally required to comply with all applicable lobbying laws.

(11) Assignment: ARROW shall not assign any interest in this Agreement and shall not transfer any interest therein without prior written consent of CLIENT. Any attempt at assignment of rights under this Contract, except for those specifically consented to by both parties or as stated above, shall be void.

(12) Independent Contractor: No employer/employee relationship is intended by the parties hereto, the relationship of ARROW to CLIENT being that of independent contractor. CLIENT will not be required to make payroll deductions or provide worker's compensation insurance or health benefits.

(13) Force Majeure: In no event shall ARROW be responsible or liable for any failure or delay in the performance of its obligations hereunder arising out of or caused by, directly or indirectly,



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forces beyond its control, including, without limitation, strikes, work stoppages, pandemic, epidemic, accidents, acts of war or terrorism, civil or military disturbances, nuclear or natural catastrophes or acts of God, and interruptions, loss or malfunctions of utilities, communications or computer (software and hardware) services; it being understood that ARROW shall use reasonable efforts which are consistent with accepted practices in the industry to resume performance as soon as practicable under the circumstances.

(14) Agreement Execution: The Parties, after reviewing, reading, and understanding the contents of this document, do hereby execute this Agreement by their respective signatures. This Agreement is effective as of the date of the last signature below.

For The Arrow Group:

Albert Balido, President

The foregoing has been accepted and agreed to this _____ day of _____, 2025.

For Pensacola and Perdido Bays Estuary Program:

Matthew J. Posner, Executive Director



Agenda Item 7.g.

Approval of Florida Fish and Wildlife Conservation Commission Purchase Order C5E6CC, in the amount of \$98,000, for the 2025 Seagrass Mapping Project

Background: The Florida Fish and Wildlife Conservation Commission (FWC), Fish and Wildlife Research Institute (FWRI) Seagrass Integrated Mapping and Monitoring Program (SIMM) seeks to collaborate with PPBEP to generate benthic maps of Submerged Aquatic Vegetation (SAV) in Pensacola and Perdido Bay Systems. PPBEP will contract with qualified firm(s) to obtain high spatial resolution fixed wing aerial (30 cm) and satellite (≤ 4 m) imagery from approved sources to delineate seagrass, aided by in-situ data. Final delivery of SAV benthic habitat maps will be provided to FWC to use for management considerations and for updating the “Seagrass Habitat in Florida” data layer. The survey area will include near-shore estuarine and marine aquatic ecosystems in Northwest Florida (Perdido Bay, Big Lagoon, Pensacola Bay, Blackwater Bay, East Bay, and Santa Rosa Sound).

Recommendation: Recommend the Board approve and accept Florida Fish and Wildlife Conservation Commission Purchase Order C5E6CC, in the amount of \$98,000, for the 2025 Seagrass Mapping Project.

Financial Impact: FWC Purchase Order C5E6CC will increase revenue in PPBEP’s Grant Account by \$98,000.

Legal Review: N/A

ORDER NO. C5E6CC

Issued on Thursday, July 17, 2025 EDT

Created on Thursday, July 17, 2025 EDT by Jim Kozlowski

SUPPLIER:

Pensacola and Perdido Bays Estuary Program, Inc.
226 Palafox Place
Pensacola, FL 32502
United States
Phone: +1 (850) 595-0820
Contact: Matt Posner

TOTAL AMOUNT

\$98,000.00000 USD

SHIP TO:

FWC - FWRI
100 8th Avenue SE
St. Petersburg, FL 33701-2040
United States

BILL TO:

FWC - FWRI
100 8th Avenue SE
FWRI
St. Petersburg, FL 33701-2040
United States

DELIVER TO:

jim kozlowski
Organization Code:
Description: RSCH HABITAT RESEARCH
Expansion Opt:
Description:
Object Code:
Description: CONTRACTED SERVICES - OTHER
Transaction Fee Exempt?: Yes
Transaction Fee Exempt Reason: 3E - Transaction with another Governmental Agency, Rule 60A-1.031(6)(b), F.A.C.

VersionNumber: 1

PUI:

ID: 7760
Name: 7760 - FWC FWRI
PO Start Date: Wednesday, July 16, 2025 GMT
PO End Date: Tuesday, June 30, 2026 GMT

Site Code:

ID: 770000-00
Name: 0
Encumber Funds: Yes
Entity Description: Fish and Wildlife Conservation Commission

Requester: Jim Kozlowski

PR No.: PR785627

Method of Procurement: L - Governmental agency [s 287.057(3)(e)12 F.S., defined in s 163.3164(21), F.S.]

Shipping Method: Best Way

State Contract ID:

Prime Vendor:

incoTerm:

LINE ITEM DETAILS (2 LINE ITEMS)

NO.	DESCRIPTION	PART NUMBER	QTY	NEED-BY DATE	UNIT PRICE	AMOUNT	ORDER CONFIRMATION STATUS
1	Please see attached SOW (Scope of ...		1 each	-	\$68,000.00000 USD	\$68,000.00000 USD	Unconfirmed

Full Description: Please see attached SOW (Scope of Work_PPBEF-SAV Mapping of Pensacola and Perdido Bays, Florida.pdf) for full details and specifications.

Task 1 – Benthic Habitat Map with Classified Coverage Layers – Aerial Imagery

Task 1 Deliverables:

Benthic Habitat Map with Classified Coverage Layers – Aerial Imagery.

Specific Project Deliverables & Associated Tasks

The CONTRACTOR shall provide the COMMISSION with an SAV habitat map of the Pensacola and Perdido Bay systems for 2025, using high quality aerial imagery.

These benthic habitat maps shall conform to protocols established by the Florida Land Use and Cover Classification System (FLUCCS) for continuous and patchy seagrass, and open water classifications.

ii. Minimum Level of Performance

The CONTRACTOR, PPBEF, shall implement the following methods to support Deliverable 1:

- Collect Tier II seagrass presence/absence and percent cover survey data in 2025 across the PPBEF project area.
- Execute contract with qualified firm to conduct aerial surveys to obtain high quality (30 cm) imagery of the focus area.
- Conduct aerial surveys based on the best environmental factors such as cloudiness, turbidity, atmospheric clarity, and local seagrass seasonality.
- Utilize seagrass percent cover and presence/absence survey data to generate SAV classification habitat maps for aerial imagery including at minimum, continuous and patchy seagrass classifications.

Task 1 Service Period: Upon issuance of PO through June 30, 2026.

Task 1 Deliverable due date: No Later than June 9, 2026.

Req. Line No.: 1

NO.	DESCRIPTION	PART NUMBER	QTY	NEED-BY DATE	UNIT PRICE	AMOUNT	ORDER CONFIRMATION STATUS
2	Please see attached SOW (Scope of ...		1 each	-	\$30,000.00000 USD	\$30,000.00000 USD	Unconfirmed

Full Description: Please see attached SOW (Scope of Work_PPBEPP-SAV Mapping of Pensacola and Perdido Bays, Florida.pdf) for full details and specifications.

Task 2 – Benthic Habitat Map with Classified Coverage Layers – Satellite Imagery.

Task 2 Deliverables:

(Task 2) Benthic Habitat Map with Classified Coverage Layers – Satellite Imagery.
 Specific Project Deliverables & Associated Tasks

The CONTRACTOR shall provide the COMMISSION with an SAV classification benthic habitat map of the Pensacola and Perdido Bay systems for 2025, using satellite imagery (≤4 m). These benthic habitat maps shall contain similar cover classifications with Deliverable 1 to allow for future comparisons.

ii. Minimum Level of Performance

The CONTRACTOR, PPBEP, shall implement the following methods to support Deliverable 1:

- Identify best clear sky images for each year from the high spatial resolution satellite imagery, based on factors such as cloudiness, turbidity, atmospheric clarity, and local seagrass seasonality.
- Collect Tier II seagrass presence/absence and percent cover survey data in 2025 across the PPBEP project area.
- Execute contract with qualified firm to acquire satellite imagery of the focus area.
- Utilize the model and seagrass survey data to generate SAV classification habitat maps for satellite imagery.

Task 2 Service Period: Upon issuance of PO through June 30, 2026.

Task 2 Deliverable due date: No later than June 9, 2026.

Req. Line No.: 2

TOTAL AMOUNT
\$98,000.00000 USD

COMMENTS

- COMMENT by **Jim Kozlowski** on *07/16/2025*
Submerged Aquatic Vegetation (SAV) Mapping of Pensacola and Perdido Bays, Florida.

See attached Scope of Work for complete details.

Line Item # 1 subtotal: \$68,000.00 (Task 1 –Benthic Habitat Map with Classified Coverage Layers –Aerial Imagery)
Task 1 deliverable due date: No later than June 9, 2026.

Line Item # 2 subtotal: \$30,000.00 (Task 2 –Benthic Habitat Map with Classified Coverage Layers –Satellite Imagery)
Task 2 deliverable due date: No later than June 9, 2026.

PO Total: \$98,000.00.

Attached Documents Include: Scope of Work (Scope of Work_PPBEF-SAV Mapping of Pensacola and Perdido Bays, Florida.pdf), FWC-Governmental-PO-Terms-and-Conditions---4.29.25.pdf. and EO 20-44 Attestation Form - 12.13.2024.pdf.

Service Period: Upon issuance of PO through June 30, 2026.

Contract Manager: Becca Hatchell, (850) 630-2866 or becca.hatchell@myfwc.com. (Jim Kozlowski, Wednesday, July 16, 2025 EDT)

ATTACHMENTS

- ATTACHMENT by **Jim Kozlowski** on *Wednesday, July 9, 2025 at 3:20 PM*
FWC-Governmental-PO-Terms-and-Conditions---4.29.25.pdf (353986 bytes)
- ATTACHMENT by **Jim Kozlowski** on *Wednesday, July 9, 2025 at 3:20 PM*
EO 20-44 Attestation Form - 12.13.2024.pdf (122837 bytes)
- ATTACHMENT by **Jim Kozlowski** on *Thursday, July 10, 2025 at 11:12 AM*
Scope of Work_PPBEF-SAV Mapping of Pensacola and Perdido Bays, Florida.pdf (587522 bytes)

TERMS AND CONDITIONS OF PURCHASE

Purchase Order Terms & Conditions

http://dms.myflorida.com/mfmp_PO_TC

Project Name: SAV Mapping of Pensacola and Perdido Bays, Florida

Scope of Work

1. DESCRIPTION OF GOODS / SERVICES PROCURED, OR PROJECT WORK PLAN

A. DESCRIPTION OF GOODS/SERVICES

Purpose: The Florida Fish and Wildlife Conservation Commission (FWC), Fish and Wildlife Research Institute (FWRI) Seagrass Integrated Mapping and Monitoring Program (SIMM) seeks to collaborate with the Pensacola and Perdido Bays Estuary Program (PPBEP) to generate benthic maps of Submerged Aquatic Vegetation (SAV) in Pensacola and Perdido Bay Systems in the western Florida panhandle (Figure 1). PPBEP, herein referenced as the CONTRACTOR, will contract with qualified firm(s) to obtain high spatial resolution fixed wing aerial (30 cm) and satellite (≤ 4 m) imagery from approved sources to delineate seagrass, aided by in-situ data. Final delivery of SAV benthic habitat maps will be provided to FWC to use for management considerations and for updating the “Seagrass Habitat in Florida” data layer. The survey area will include near-shore estuarine and marine aquatic ecosystems in Northwest Florida (Perdido Bay, Big Lagoon, Pensacola Bay, Blackwater Bay, East Bay, and Santa Rosa Sound).

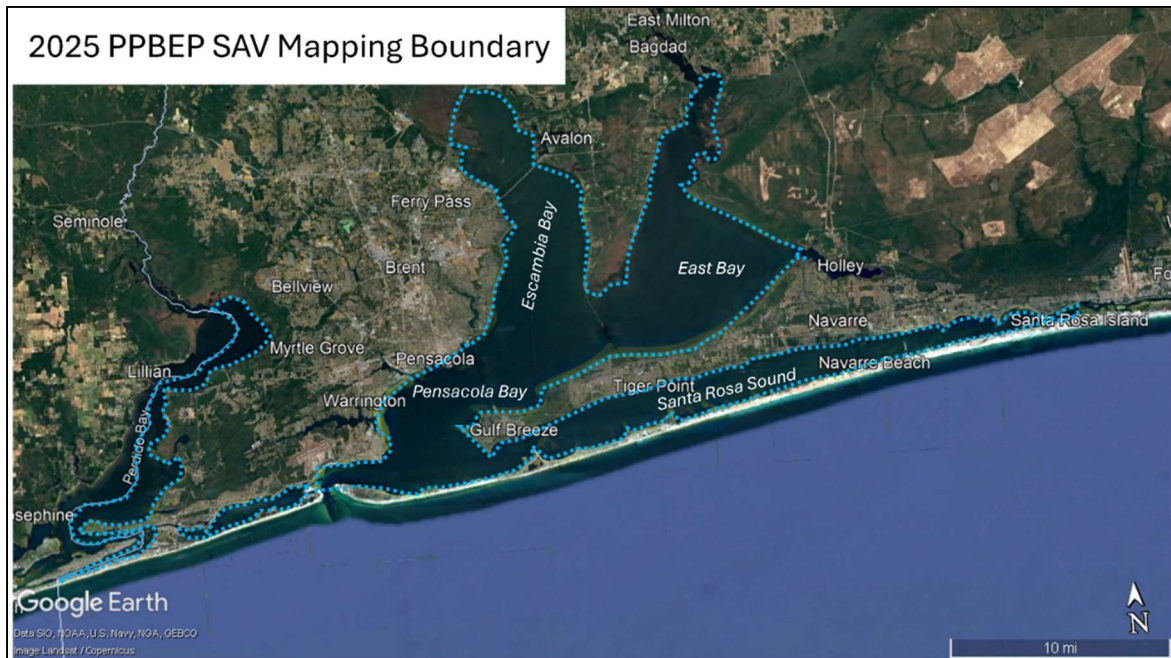


Figure 1. Project boundary (blue dotted line) across Pensacola Bay, East Bay, Blackwater Bay, Santa Rosa Sound, Big Lagoon, and Perdido Bay.

B. BACKGROUND

FWC's Fish and Wildlife Research Institute (FWRI) developed the SIMM Program to protect and manage seagrasses in Florida by providing a collaborative resource for seagrass mapping, monitoring, and data sharing. FWC received funding through the state to support SIMM program objectives, including leading proposal efforts to map and monitor seagrasses in data-poor locations. The objective of this project is to obtain 2025 SAV benthic habitat maps that can be used for PPBEP and FWC management needs.

Previous mapping efforts in the PPBEP system have used fixed wing aerial imagery (30 cm) to document the extent and composition of SAV. More recently (2022), PPBEP conducted a small comparison study for aerial and satellite mapping in Santa Rosa Sound. Results from this study indicated satellite-derived imagery captured comparable estimates of seagrass within the area but the methods were not tested throughout the Pensacola and Perdido Bays system. This project will build upon lessons learned for aerial and satellite mapping in the project area and produce equivalent and/or improved mapping products. This system has been identified as a data gap for the SIMM Program and will aid the FWC in decisions related to endangered and threatened species, fisheries management, conservation priorities, restoration projects and monitoring needs.

PPBEP published the first Comprehensive Conservation and Management Plan (CCMP) for Pensacola and Perdido Bay watersheds in 2022, which undertook a science-based and stakeholder driven process to identify 51 priority actions to restore and protect natural resources. This project specifically responds to CCMP Action 5.2.1: Conduct seagrass mapping and surveys (aerial and ground-truth surveys) to assess the current extent, distribution, and condition of seagrass species in the Pensacola and Perdido Bay systems, which aims to update seagrass maps for these systems every three years. By using 2025 SAV species presence/absence and percent cover data collected by the University of Southern Mississippi's Gulf Coast Research Lab, the PPBEP can evaluate seagrass status and trends across the Perdido and Pensacola systems.

C. SUPPORT OF COMMISSION MISSION/RETURN ON INVESTMENT

This project will support the FWC mission by addressing key objectives for the FWRI SIMM program:

1. Connect with partners to aggregate, analyze, and summarize data from local, state, and federal agencies.
2. Identify and fill data gaps
3. Lead proposal efforts to map and/or monitor data-poor locations

D. DEFINITIONS

CCMP – Comprehensive Conservation and Management Plan

ESRI – Environmental Systems Research Institute
FLUCCS – Florida Land Use and Cover Classification System
FWC – Florida Fish and Wildlife Conservation Commission
FWRI – Fish and Wildlife Research Institute
GIS – Geographic Information Systems
GPS – Global Positioning System
PPBEP – Pensacola and Perdido Bays Estuary Program
SAV – Submerged Aquatic Vegetation
SIMM – Seagrass Integrated Mapping and Monitoring

2. DELIVERABLES

A. Benthic Habitat Map with Classified Coverage Layers – Aerial Imagery

i. Specific Project Deliverables & Associated Tasks

The CONTRACTOR shall provide the COMMISSION with an SAV habitat map of the Pensacola and Perdido Bay systems for 2025, using high quality aerial imagery. These benthic habitat maps shall conform to protocols established by the Florida Land Use and Cover Classification System (FLUCCS) for continuous and patchy seagrass, and open water classifications.

ii. Minimum Level of Performance

The CONTRACTOR, PPBEP, shall implement the following methods to support Deliverable 1:

- Collect Tier II seagrass presence/absence and percent cover survey data in 2025 across the PPBEP project area.
- Execute contract with qualified firm to conduct aerial surveys to obtain high quality (30 cm) imagery of the focus area.
- Conduct aerial surveys based on the best environmental factors such as cloudiness, turbidity, atmospheric clarity, and local seagrass seasonality.
- Utilize seagrass percent cover and presence/absence survey data to generate SAV classification habitat maps for aerial imagery including at minimum, continuous and patchy seagrass classifications.

iii. Documentation/Criteria Used as Evidence of Performance

The CONTRACTOR shall deliver final aerial imagery files in GeoTIFF format and a SAV classification benthic map with associated ESRI ArcGIS shapefiles (.shp)

containing at minimum all attributes with proper identification labels, completed polygon shapefiles displaying project boundaries, cover classifications, and acreage calculations relevant to the project.

The CONTRACTOR shall deliver a final Photointerpretation key containing at minimum: the standardized methods used, FLUCCS codes assigned to cover classes, and SAV survey data used.

In addition, the CONTRACTOR shall provide the COMMISSION with an Excel sheet containing the 2025 seagrass ground truth data collection dates, GPS locations, species composition, and individual percent cover classes at every survey location.

These shapefiles and Geo-databases shall meet the minimum National Map Accuracy Standards for maps at 1:12,000 map scale. The minimum acceptable error in positional accuracy is that no more than ten percent of the line work shall be in error by more 33.3 feet from their correct geographical location.

The ESRI ArcGIS Pro Shapefile and File Geo-database delivered to the COMMISSION shall conform to the following characteristics:

1. Double precision
2. Full arc and polygon topology
3. Polygons must not overlap
4. Polygons must not have gaps/voids
5. Projected to North American Datum (NAD) 1983, HARN, UTM, Zone 17, units meters
6. Polygon Attribute Tables
7. One attribute per polygon
8. Unique cover name – IDs

Submission of the aerial imagery files, aerial map product, Photointerpretation key, and shapefiles will serve as evidence of performance. The Commission will verify receipt of all electronic documents.

iv. Timeline for Completion

All scope of items under this agreement will be completed upon issuance of purchase order through June 30, 2026.

B. Benthic Habitat Map with Classified Coverage Layers – Satellite Imagery

i. Specific Project Deliverables & Associated Tasks

The CONTRACTOR shall provide the COMMISSION with an SAV classification benthic habitat map of the Pensacola and Perdido Bay systems for 2025, using satellite imagery (≤ 4 m). These benthic habitat maps shall contain similar cover classifications with Deliverable 1 to allow for future comparisons.

ii. Minimum Level of Performance

The CONTRACTOR, PPBEP, shall implement the following methods to support Deliverable 1:

- Identify best clear sky images for each year from the high spatial resolution satellite imagery, based on factors such as cloudiness, turbidity, atmospheric clarity, and local seagrass seasonality.
- Collect Tier II seagrass presence/absence and percent cover survey data in 2025 across the PPBEP project area.
- Execute contract with qualified firm to acquire satellite imagery of the focus area.
- Utilize the model and seagrass survey data to generate SAV classification habitat maps for satellite imagery.

iii. Documentation/Criteria Used as Evidence of Performance

The CONTRACTOR shall deliver the final SAV classification benthic map in a PDF file with associated ESRI ArcGIS shapefiles (.shp) containing at minimum all attributes with proper identification labels, completed polygon shapefiles displaying project boundaries, cover classifications, and acreage calculations relevant to the project.

The CONTRACTOR shall deliver a final report containing at minimum: the image acquisition and selection, image pre and post-processing, image classification, accuracy assessment, lessons learned, recommendations, and SAV survey data used.

In addition, the CONTRACTOR shall provide the COMMISSION with an Excel sheet containing 2025 seagrass ground truth data collection dates, GPS locations, species composition, and individual percent cover classes at every survey location.

These shapefiles and Geo-databases shall meet the minimum National Map Accuracy Standards for maps at 1:12,000 map scale. The minimum acceptable error in positional accuracy is that no more than ten percent of the line work shall be in error by more 33.3 feet from their correct geographical location.

The ESRI ArcGIS Pro Shapefile and File Geo-database delivered to the COMMISSION shall conform to the following characteristics:

1. Double precision
2. Full arc and polygon topology
3. Polygons must not overlap
4. Polygons must not have gaps/voids
5. Projected to North American Datum (NAD) 1983, HARN, UTM, Zone 17, units meters
6. Polygon Attribute Tables
7. One attribute per polygon
8. Unique cover name – IDs

Submission of the satellite files, satellite map product, final report, and shapefiles will serve as evidence of performance. The Commission will verify receipt of all electronic documents.

iv. Timeline for Completion

All scope of items under this agreement will be completed upon issuance of purchase order through June 30, 2026.

Budget:

Task	Cost (Fixed Cost)
Task 1: Benthic Habitat Map with Classified Coverage Layers – Aerial Imagery	\$68,000
Task 2: Benthic Habitat Map with Classified Coverage Layers – Satellite Imagery	\$30,000
Total:	\$98,000

Deliverables and Due Dates:

Tasks	Deliverable due no later than:	Service Period	Cost (Fixed Price)
Task 1 –Benthic Habitat Map with Classified Coverage Layers – Aerial Imagery	June 9, 2026	Upon Issuance of PO- June 30, 2026	\$68,000
Task 2 –Benthic Habitat Map with Classified Coverage Layers – Satellite Imagery	June 9, 2026	Upon Issuance of PO- June 30, 2026	\$30,000
Total:			\$98,000



Agenda Item 7.h.

Ratifying approval of an Agreement with Orange Beach, AL, in the amount of \$35,000 for the National Fish and Wildlife Foundation Marine Debris Project

Background: PPBEP will manage 60 volunteers over a 1 or 2-day event to retrieve trash and plant approximately 1,500 marsh plants. They will utilize their “Trash Free Waters Program” to provide educational material as part of general community outreach. The event will engage 60 people for cleanup and restoration activities, but the associated educational materials will reach more individuals who continue to visit Orange Beach. The Pensacola and Perdido Bays Estuary Program staff time and event supplies will be requested in this proposal, as well as plants for the restoration event in an amount not to exceed \$35,000 per the NFWF grant proposal. This event will take place in the summer or fall of 2025.

Recommendation: Recommend the Board ratify approval of an agreement with Orange Beach, AL, in the amount of \$35,000, for the National Fish and Wildlife Foundation Marine Debris Project.

Financial Impact: Approval of the contract amendment will increase revenue in the Grant Account by \$35,000.

Legal Review: General Counsel previously reviewed and approved the contract.

AGREEMENT RELATING TO THE NFWF MARINE DEBRIS PERDIDO PROJECT

THIS AGREEMENT is made and entered into by and between the City of Orange Beach, a political subdivision of the State of Alabama, by and through its City Council (hereinafter referred to as "City"), with administrative offices located at 4099 Orange Beach Boulevard, Orange Beach, Alabama 36561, and Pensacola and Perdido Bays Estuary Program, Inc., a Florida not-for-profit corporation operating as an instrumentality of government authorized to conduct business in the State of Florida (hereinafter referred to as "PPBEP"), FEI/EIN 93-1499384, whose principal address is 226 South Palafox Place, Pensacola, Florida 32502.

WITNESSETH:

WHEREAS, the National Fish and Wildlife Foundation awarded NFWF Grant Agreement Number 76849 to the City for the Marine Debris Project, trash removal and coastal vegetation planting (hereinafter referred to as the "Project"); and

WHEREAS, the City desires to enter into an Agreement with PPBEP for the completion of the Project as set forth herein.

NOW, THEREFORE, in consideration of the mutual terms and conditions, promises, covenants and payments hereinafter set forth, the City and PPBEP agree as follows:

1. Recitals. The recitals contained in the preamble of this Agreement are declared to be true and correct and are hereby incorporated into this Agreement.
2. Scope. PPBEP will perform the tasks outlined in the Project Workplan and Budget, attached hereto and incorporated herein as **Exhibit A**. In the event of a conflict between the terms of the Exhibit referenced above and this Agreement, the terms of this Agreement will prevail.

This Project shall be funded, in whole or in part, by grant funding provided through the National Fish and Wildlife Foundation (NFWF) grant. PPBEP shall complete the Project in accordance with the terms of the Standard Grant Agreement by and between the NFWF and City, Identification Number 76849 (hereinafter referred to as the "Grant Agreement"). By executing this Agreement, PPBEP acknowledges that it has received a copy of the Grant Agreement and shall comply with all applicable provisions of the Agreement. In addition to the foregoing, performance under this Agreement may be subject to the applicable provisions of 2 C.F.R. Part 200 entitled "Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards."

3. Compensation. In exchange for PPBEP's provision of the scope of services referenced above, the City will pay for services rendered an aggregate fee for Project tasks in accordance with the Project Budget provided in **Exhibit A**. The total fee for all such services to be performed by PPBEP, including costs, direct expenses, and any other charges, shall not exceed the lump sum amount of \$35,000, which is solely available from funding provided pursuant to NFWF grant.
4. Method of Payment/Billing. PPBEP may request payment from City on a monthly basis by the submission of a properly executed original invoice. Invoices shall reflect the amount due and owing for the value of services rendered with appropriate supporting documentation. Invoices shall be submitted in duplicate to:

Finance Department
Attention: Accounts Payable

P.O. Box 458
Orange Beach, AL 36561

Payments under this Agreement and interest on any late payments shall be governed by and construed in accordance with the Local Government Prompt Payment Act, §§218.70, et seq., Florida Statutes, as amended.

5. Period of Performance. This Agreement shall commence upon the date last executed and expire on December 31, 2025, unless earlier terminated as provided herein. Unless otherwise agreed to by the parties, the Project shall be completed on or before December 31, 2025.

6. Reporting. PPBEP shall provide the City with a monthly report of all Project activities including a narrative summary and financial statement. PPBEP's reporting obligation will survive the termination/expiration of the Agreement and continue until all information relating to the performance of the Project has been reported to the City. PPBEP will also provide the City with any additional information as required to substantiate Project activities or expenditures.

7. Termination. The City retains the right to terminate this Agreement immediately for cause or for lack of funding at any time during the term of the Agreement. This Agreement may be terminated for convenience by the City upon providing thirty (30) days written notice to PPBEP. This Agreement may be terminated for cause by PPBEP upon providing ninety (90) days written notice to the City. In the event of termination by either party as provided herein, PPBEP shall be paid for services provided through the date of termination, but PPBEP shall not be entitled to any other recovery against City.

8. Indemnification. Each Party hereto agrees that it shall be solely responsible for the negligent or wrongful acts of its employees and agents, within the limits prescribed by law. However, nothing contained herein shall constitute a waiver by either Party of its sovereign immunity.

9. Independent Contractor Status. In the performance of this Agreement, PPBEP is an independent contractor. PPBEP shall not hold itself out as an employee, agent, or servant of the City; and PPBEP shall not have the power or authority to bind the City in any promise, agreement or representation, other than as specifically provided in this Agreement or as may be expressly provided hereafter in writing by an authorized official of the City. Notwithstanding the provisions herein, City acknowledges and agrees that this Agreement does not alter the City's relationship with, or obligations to, PPBEP arising from City's status as a party to the Interlocal Agreement under which PPBEP was formed.

10. Notice. Any notice, payment or other communication under this Agreement required hereunder or desired by the party giving such notice shall be given in writing and delivered by hand or through the instrumentality of certified mail of the United States Postal Service or private courier service, such as Federal Express. Unless otherwise notified in writing of a new address, notice will be made to each party as follows:

To: PPBEP
Attention: Executive Director
226 South Palafox Place, 5th Floor
Pensacola, FL 32502

To: City of Orange Beach
Attention: City Administrator
4099 Orange Beach Boulevard
Orange Beach, AL 36561

Rejection, or other refusal by the addressee to accept, or the inability of the courier service or the United States Postal Service to deliver because of a changed address of which no notice was given, will be deemed to be receipt of the notice sent. Either party will have the right, from time to time, to change the address to which notices shall be sent by giving the other party at least ten (10) days prior notice of the address change.

11. Public Records. PPBEP acknowledges that this Agreement and any related financial records, audits, reports, plans correspondence, and other documents may be subject to disclosure to members of the public pursuant to Chapter 119, Florida Statutes. PPBEP shall maintain all such public records and, upon request, provide a copy of the requested records or allow the records to be inspected within a reasonable time. PPBEP shall also ensure that any public records that are exempt or exempt and confidential from disclosure are not disclosed except as authorized by law. Upon the expiration or termination of the Agreement, PPBEP agrees to maintain all public records for a minimum period of five (5) fiscal years in accordance with the applicable records retention schedules established by the Florida Department of State. In the event PPBEP fails to abide by the provisions of Chapter 119, Florida Statutes, the City may, without prejudice to any other right or remedy and after giving seven days written notice, during which period PPBEP still fails to allow access to such documents, terminate the contract.

12. Ownership of Documents. Drawings, specifications, models, photographs, reports, surveys, and other data, including intellectual property of any type or description, produced by the PPBEP in connection with this Agreement are and shall remain the property of the City whether the Project is completed or not. Such ownership also shall include any electronic files developed or created of such documents.

13. Entire Agreement. This Agreement contains the entire agreement between the parties and supersedes all prior oral or written agreements. PPBEP acknowledges that it has not relied upon any statement, representation, prior or contemporaneous written or oral promises, agreements or warranties, except such as are expressed herein. The terms and conditions of this Agreement can only be amended in writing upon mutual agreement of the parties.

14. Compliance with Laws. PPBEP agrees to comply with all federal, state and local laws, rules, policies, or guidelines related to the performance of this Agreement. PPBEP shall at all times maintain appropriate licensing, certification, and registration while performing services pursuant to this Agreement.

15. E-Verify. In accordance with §448.095, Florida Statutes, PPBEP shall register with and utilize the E-Verify System operated by the United States Department of Homeland Security (USDHS) to verify the employment eligibility of all new employees hired during the term of the Agreement and shall expressly require any subcontractors performing work or providing services pursuant to this Agreement to likewise utilize the E-Verify System to verify the employment eligibility of all new employees hired by the subcontractor during the term of this Agreement. If PPBEP enters into a contract with a subcontractor performing work or providing services on its behalf, PPBEP shall also require the subcontractor to provide an affidavit stating that the subcontractor does not employ, contract with, or subcontract with an unauthorized alien. Information on registration for and use of the E-Verify Program can be obtained via the internet at USDHS website: <http://www.dhs.gov/E-Verify>.

16. Prohibition against Contracting with Scrutinized Companies. In accordance with §287.135, Florida Statutes, by executing this Agreement, PPBEP hereby certifies that it is not on the *Scrutinized Companies that Boycott Israel List* created pursuant to §215.4725, Florida Statutes,

and is not engaged in a *boycott of Israel* as defined in §215.4725, Florida Statutes. Further, PPBEP acknowledges that if it is found to have submitted a false certification, has been placed on the *Scrutinized Companies that Boycott Israel List*; or has been engaged in a *boycott of Israel* then the City reserves the right to immediately terminate this Agreement.

17. Foreign Gifts/Contracts. In accordance with §286.101, Florida Statutes, by executing this Agreement, PPBEP certifies it has timely disclosed any current or prior interest of, contract with, or grant or gift received from a “foreign country of concern” as defined in §286.101(1)(b), Florida Statutes, if such interest, contract, grant or gift has a value of \$50,000 or more and such interest existed at any time or such contract, grant or gift was received or in effect during the previous five (5) years. Reporting information can be obtained via the internet at the Department of Financial Services website: <http://www.myfloridacfo.com/Transparency>.

18. Assignment. This Agreement, or any interest herein, will not be assigned, transferred, or otherwise encumbered, under any circumstances, by PPBEP without the prior written consent of the City.

19. Severability. If any term or condition of this Agreement is invalid or unenforceable, the remainder of the terms and conditions of this Agreement will remain in full force and effect.

20. Survival. All provisions that, by their inherent character, sense, and context, are intended to survive the termination or expiration of this Agreement will survive the termination or expiration of this Agreement.

21. Third Party Beneficiaries. This Agreement does not and is not intended to confer any rights or remedies upon any person other than the parties hereto.

22. Interpretation: For the purpose of this Agreement, the singular includes the plural and the plural includes the singular. References to statutes or regulations will include all statutory or regulatory provisions consolidating, amending, or replacing the statute or regulation referred to. Words not otherwise defined that have well-known technical or industry meanings, are used in accordance with such recognized meanings. References to persons will include their respective permitted successors and assigns and, in the case of governmental persons, persons succeeding to their respective functions and capacities.

(a) If the either party discovers any material discrepancy, deficiency, ambiguity, error, or omission in this Agreement, or is otherwise in doubt as to the meaning of any provision of the Agreement, it shall immediately notify the other party and request clarification of the interpretation of this Agreement.

(b) This Agreement will not be more strictly construed against either party hereto by reason of the fact that one party may have drafted or prepared any or all of the terms and provisions hereof.

23. Authority. Each individual executing this Agreement on behalf of a corporate or governmental party represents and warrants that he/she is duly authorized to execute and deliver this Agreement on behalf of said party, in accordance with any duly adopted action of the governing board of said party in accordance with applicable law, and that this Agreement is binding upon said party in accordance with its terms.

[SIGNATURE PAGE TO FOLLOW]

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the respective dates under each signature:

**CITY:
CITY OF ORANGE BEACH, AL**

Witness: _____

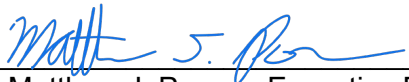
By: _____
Tony Kennon, Mayor

Date: _____

Witness: _____

Council Approved: _____

PPBEP:

By:  _____
Matthew J. Posner, Executive Director

Date: 6/05/2025

EXHIBIT A

The Pensacola and Perdido Bays Estuary Program will manage 60 volunteers over a 1 or 2-day event to retrieve trash and plant approximately 1,500 marsh plants. They will utilize their “*Trash Free Waters Program*” to provide educational material as part of general community outreach. The event will engage 60 people for cleanup and restoration activities, but the associated educational materials will reach more individuals who continue to visit Orange Beach. The Pensacola and Perdido Bays Estuary Program staff time and event supplies will be requested in this proposal, as well as plants for the restoration event in an amount not to exceed \$35,000 per the NFWF grant proposal. This event will take place in the spring, summer, or fall of 2025.

Activity	Outcomes	Metric and Target	Method for Measurement
OUTREACH, EDUCATION & PREVENTION	Volunteers participate in clean-up and planting event at demonstration site.	Individuals; 60 volunteers engaged in restoration activities (4 hours each volunteer)	Individuals will be counted at restoration event and mailing list



Agenda Item 7.i.

Approval of a Contract Amendment with the University of Southern Mississippi, in the amount of \$38,884, to complete the Annual Tier II Seagrass Monitoring

Background: PPBEP has contracted with the University of Southern Mississippi since 2022 to complete Annual Tier II Seagrass Monitoring. Seagrass is an economically and ecologically important coastal resource. Monitoring for seagrass status and condition is necessary for understanding ecological baselines and detecting change and trends across space and time. The hierarchical multi-tiered framework for monitoring first described by Neckles et al. (2012) has been adopted by several states and federal agencies, including PPBEP. This proposed project will implement year 4 of the Tier II monitoring at approximately 100 stations in Pensacola and Perdido Bays. This project directly addresses Action 5.2.1 in PPBEP's CCMP to "Conduct seagrass surveys (aerial and ground truth surveys) to assess current extent and distribution of seagrass species in the Pensacola and Perdido Bay systems", which was developed in collaboration with stakeholders.

Recommendation: Recommend the Board approve, and authorize the Executive Director to sign, a Contract Amendment with University of Southern Mississippi, in the amount of \$38,884, to complete the Annual Tier II Seagrass Monitoring.

Financial Impact: Approval of the contract amendment will add \$38,884 to the University of Southern Mississippi's contract and will encumber \$38,884 in PPBEP's Legislative Appropriation through Florida Department of Environmental Protection Grant Agreement No. L0099.

Legal Review: General Counsel previously reviewed and approved the contract.

Research Subcontract Amendment

Subcontract No. _____ N/A _____ ("Subcontract")

Prime Contractor ("Contractor") Name: Pensacola and Perdido Bays Estuary Program, Inc. Address: 226 Palafox Place, 5 th floor, Pensacola, FL 32502 UEID: W4XTAT4CFNP4	Subcontractor ("Subcontractor") Name: The University of Southern Mississippi Address: 118 College Drive #5158; Hattiesburg, MS 39406 DUNS: M1K8LIAET5R1
Prime Contractor PI Name: Whitney Scheffel	Subcontractor PI Name: Kelly Darnell, PhD
Amendment Effective Date: 7/01/2025	Amendment No.: 1

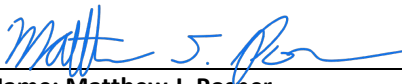
Amendment(s) to Original Terms and Conditions

1. The contract end date is extended until August 31, 2026.
2. Addendum A for FY24-25 is repealed and replaced in its entirety with Addendum A for FY25-26.
3. The authorized budget for FY25-26 is \$38,884 as described in Addendum A.

All other terms and conditions of this Subaward Agreement remain in full force and effect.

Contractor Signature

Subcontractor Signature



Name: Matthew J. Posner

Title: Executive Director

Date: 7/9/2025

Name:

Title:

Date:

1. Project Title: Amendment and Expansion of Scope for “Monitoring seagrass distribution and condition to inform comprehensive conservation and management in Pensacola and Perdido bays and estuaries, Florida”

2. Investigators:
Dr. Kelly M. Darnell
Associate Research Professor
The University of Southern Mississippi
703 E. Beach Drive, Ocean Springs, MS 39564
228-872-4278
Kelly.Darnell@usm.edu

Dr. Zack Darnell
Associate Professor
The University of Southern Mississippi
703 E. Beach Drive, Ocean Springs, MS 39564
228-872-4298
Zachary.Darnell@usm.edu

3. Fiduciary Information:
The University of Southern Mississippi
Ms. Corrie Stringer
Director of Financial Reporting and Auditing
118 College Drive #5157, Hattiesburg, MS 39406
601-266-4119
ora-pam@usm.edu

4. Budget Request: \$38,884

5. Project Duration: September 1, 2025 – August 31, 2026

Scope of Work

Background

Seagrass is an economically and ecologically important coastal resource. Monitoring for seagrass status and condition is necessary for understanding ecological baselines and detecting change and trends across space and time. The hierarchical multi-tiered framework for monitoring first described by Neckles et al. (2012) has been adopted by several states and federal agencies, including Pensacola and Perdido Bays Estuary Program (PPBEP). This proposed project will implement year 4 of the Tier 2 monitoring program at approximately 100 stations in Pensacola and Perdido Bays, FL. This project directly addresses Action 5.2.1 in PPBEP's CCMP to "Conduct seagrass surveys (aerial and ground truth surveys) to assess current extent and distribution of seagrass species in the Pensacola and Perdido Bay systems", which was developed in collaboration with stakeholders.

Project Tasks

The tasks for the proposed project are to:

1. Implement year 4 of Tier 2 monitoring at approximately 100 stations within Pensacola and Perdido Bays, FL following Meiman (2019). Stations have been selected using a stratified random tessellated hexagonal design where a hexagon layer is placed over a map of the area of interest and one station is randomly assigned to each hexagon. Project investigators will discuss with PPBEP staff sampling station locations and add/delete stations as needed based on previous years of Tier 2 monitoring and newly identified needs for PPBEP. Each station will be monitored during the time of peak seagrass biomass for: (1) seagrass condition indicators including seagrass percent cover by species, seagrass canopy height, and reproductive status, and (2) environmental parameters including water depth, salinity, dissolved oxygen, pH, temperature, total suspended solids, turbidity measured as Secchi depth, light availability measured as photosynthetically active radiation, and presence/absence of attached and drift macroalgae. Monitoring will be conducted in September–October 2025, which is the time of peak seagrass biomass in the northern Gulf of Mexico. A set of stations may be added using a modified Tier 2 approach for targeted sampling of specific areas, such as locations observed with sea urchins and grazing identified during Tier 2 surveys in 2024. It is intended that data collected in year 4 of Tier 2 monitoring will also serve as groundtruthing for seagrass mapping of the area using fixed wing and satellite imagery during the project period.
2. Depending on the outcome of reproductive surveys conducted in 2025, Tier 2 monitoring may be again complemented with reproductive surveys of turtlegrass in July 2026 for frequency and occurrence of fruiting plants, reproductive output, and to reconstruct reproductive history for turtlegrass plants at Tier 2 stations.
3. Provide the raw data, data summaries, and final report from Tasks 1 and 2 to PPBEP in formats determined by PPBEP.

Budget

The total funds requested for a period of performance of September 1, 2025–August 31, 2026 are \$38,884.

		Year 1		CUMULATIVE
SALARY				
Kelly M. Darnell, Zack Darnell, Research Technician				
	Sub		18,635	18,635
FRINGE				
Kelly M. Darnell, Zack Darnell, Research Technician				
	Sub		6,498	6,498
TOTAL PERSONNEL			25,133	25,133
MATERIALS AND SUPPLIES			850	850
TRAVEL			4,736	4,736
COMMUNICATIONS			50	50
OTHER: BOAT USE			3,500	3,500
SUBCONTRACTS			0	0
TOTAL DIRECT COSTS			34,269	34,269
MODIFIED TOTAL DIRECT			30,769	30,769
F&A	Rate =	15.0%	4,615	4,615
TOTAL PROJECTS COSTS			38,884	38,884

Budget Justification

Personnel

Salary is requested for 0.2 months for PI K. Darnell, 1 month for Z. Darnell, and 2 months for a technician to execute Tier 2 sampling, potential reproductive surveys, data entry, data analysis, and reporting.

Fringe

Fringe benefits are requested for K. Darnell, Z. Darnell, and the technician.

Materials & Supplies

A total of \$850 is requested for field and laboratory supplies such as Rite in the Rain waterproof paper, filters for processing total suspended solids, calibration solutions for the YSI handheld datasonde, and calibration of the LiCOR PAR sensors.

Travel

A total of \$4,735.80 is requested for travel to implement Tier 2 monitoring and reproductive surveys, as follows:

Roundtrip mileage from Ocean Springs, MS to Navarre, FL: 278 miles @ 0.70/mile x 3 round trips = \$583.80

Hotel: 3 rooms x 5 nights @ \$200/night = \$3,000

Per diem: 3 people x 6 days @ \$64/day = \$1,152

Communications

A total of \$50 is requested for shipping costs for materials and supplies.

Other: Boat Use

A total of \$3,500 is requested for 7 days of boat use at the rate of \$500/day for Tier 2 monitoring and reproductive surveys.

Subcontracts

None requested.

Indirect Costs (F&A)

Indirect costs are calculated at 15% of total direct costs.

Total budget request: \$38,884

Schedule

September 2025: Project begins; discussions with PPBEP to review station locations and visuals and products to share data; order supplies, calibrate sensors.

September–October 2025: Conduct Tier 2 monitoring and process samples for total suspended solids with 10 days of collection.

November 2025–March 2026: Data entry, analysis, map production in formats approved by PPBEP after discussion with project Investigators and submission to PPBEP. Analysis of Tier 2 data for years 1-3 of monitoring and submission of products to be determined following discussion with PPBEP.

July 2026: Conduct reproductive surveys of turtlegrass at Tier 2 stations and reconstruct reproductive history of collected turtlegrass plants.

August 31, 2026: Submission of any remaining deliverables, including final report.

Deliverables

Deliverables for this project will include:

1. Raw data and data summaries for year 4 of Tier 2 monitoring, and reproductive surveys in a format determined by PPBEP
2. Map products or other visuals requested by PPBEP
3. Final report in a format determined by PPBEP

References

Meiman J (2019) Field Measurements – Version 1.0. Gulf Coast Network Standard Operating Procedures NPS/GULN/SOP – SEA04. Gulf Coast Network, Lafayette, Louisiana.

Neckles HA, BS Kopp, BJ Peterson, PS Pooler (2012) Integrating scales of seagrass monitoring to meet conservation needs. *Estuaries and Coasts* 35: 23-46.