

Torrey Botanical Society

Executive Director / CEO

EIN 136108131

NY · NTEE C420

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Paradiso Lydia, Executive Director / CEO** (\$8,000) against **every comparable organization** that fit the selection criteria — **284** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

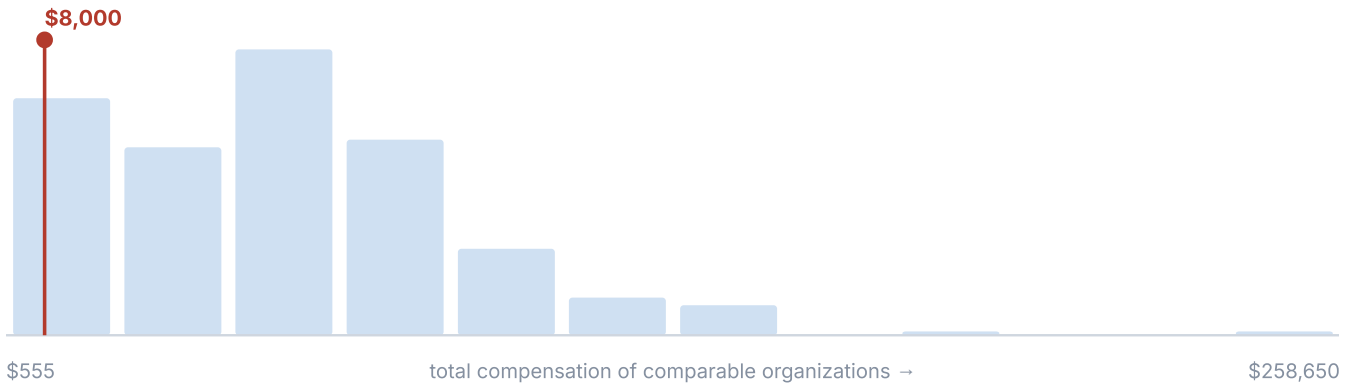
Benchmarked executive: Paradiso Lydia — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C420).
BUDGET	Total revenue between \$103,710 and \$232,188 — 0.67x to 1.50x the subject's \$154,792 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

284 organizations qualified on sector, size, and geography → **284** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,002	\$26,248	\$50,877	\$74,497	\$97,557	\$8,000
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to NY cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cross Vermont Trail Association Inc	VT	\$155,037	Executive Director	\$23,000	\$26,375	2023
Garden Club Of Ohio Inc	OH	\$155,383	Exec. Secretary/co-treasurer	\$5,750	\$6,939	2023
Friends Of Pumpkinvine Nature Trail Inc	IN	\$154,111	Board Member, Administrative Manager	\$24,000	\$28,009	2024
Save The Yellowstone Grizzly	MT	\$153,826	Board Treasu	\$12,000	\$14,737	2023
Werkin Outdoors	NC	\$153,506	Committee Chair	\$28,037	\$32,059	2024
Niobrara Council	NE	\$153,450	Executive Dir.	\$54,710	\$65,119	2024
Conservation Technology Accelerator Inc	CA	\$156,240	President	\$13,499	\$12,900	2024
Streets Run Watershed Association	PA	\$153,299	Executive Director	\$88,000	\$97,116	2024
New Jersey Arborists Chapter	NJ	\$157,064	Executive Director	\$125,375	\$123,878	2024
Foundation For Ohio River Education	OH	\$157,120	Secretary	\$28,400	\$34,271	2023
Coastal Resources Group Inc	FL	\$157,240	Past Pres/treas/director	\$70,728	\$75,702	2023
Nansemond River Preservation Alliance	VA	\$157,999	Presidentceo	\$79,500	\$84,947	2024
Integrated Vegetation Management Partners Inc	DE	\$158,016	President	\$133,800	\$149,266	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Citizens Coal Council	PA	\$158,904	Executive Di	\$68,000	\$77,261	2023
Center For Science In Public Participation	MT	\$150,621	President	\$100,949	\$120,423	2024
The Center For Transformation Inc	NJ	\$150,374	Co-executive Director	\$72,000	\$73,242	2023
Brodheads Watershed Corporation	PA	\$159,342	Executive Director (Until 10/2023)	\$53,190	\$60,434	2023
Badlands National Park	SD	\$149,803	Executive Director	\$76,635	\$93,597	2024
American Daffodil Society	IN	\$159,863	Executive Direc	\$15,000	\$17,505	2024
The Urban Wildlands Group Inc	CA	\$159,953	President	\$45,300	\$44,567	2023
Pelican Lakes Conservation Club	MN	\$149,353	Gamb Mgr/dir	\$35,375	\$37,685	2025
Rosedale Conservancy Inc	DC	\$148,888	Treasurer	\$5,072	\$4,926	2024
Altamaha Riverkeeper Inc	GA	\$148,849	Executive Director	\$77,920	\$86,703	2024
Uc Green Inc	PA	\$160,945	Executive Di	\$70,309	\$75,593	2025
The Pennsylvania Pink Zone	PA	\$148,218	Executive Director	\$50,085	\$53,849	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to NY cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT	284 organizations. Compensation range \$555–\$258,650; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$154,792); for reference, expenses \$162,793 and assets \$1,021,745.
ROLE MATCH	Paradiso Lydia, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	10 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	9 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

■ Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Paradiso Lydia) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 284 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,000 is reasonable (approximately the 10th percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.