

Key West Garden Club Inc

Executive Director / CEO

EIN 510192264

FL · NTEE C41

FY ending 2024-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Pamela Vansoest, Executive Director / CEO** (\$12,285) against **every comparable organization** that fit the selection criteria — **729** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Pamela Vansoest — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C41).
BUDGET	Total revenue between \$218,014 and \$488,092 — 0.67x to 1.50x the subject's \$325,395 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

729 organizations qualified on sector, size, and geography → **729** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,790	\$43,139	\$68,369	\$91,605	\$119,230	\$12,285
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■ Comparable organizations

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

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Silvix Resources	OR	\$325,497	Executive Dir.	\$37,500	\$38,166	2023
Oahu Agriculture And Conservation Assoc	HI	\$325,224	Executive Dir.	\$95,881	\$91,378	2024
Greenscape Of Jacksonville Inc	FL	\$325,928	Executive Di	\$85,000	\$85,000	2024
Clean Water Professionals	KY	\$325,932	Executive Di	\$117,329	\$134,183	2024
Iowa Stormwater Education Partnership	IA	\$324,644	Executive Dir.	\$97,999	\$114,222	2024
Utah Dine Bikeyah	UT	\$324,369	Executive Dir.	\$130,000	\$141,632	2024
Michigan Municipal Wetland Alliance Inc	MI	\$324,309	Executive Director	\$52,008	\$57,143	2024
Fossil Free California	CA	\$327,050	Executive Dir.	\$79,782	\$75,501	2023
Wildlife Ecology Institute	MT	\$327,259	Executive Dir.	\$100,039	\$114,790	2024
Environmental Law And Policy Center	IL	\$323,436	President & Ass't Treasurer	\$99,349	\$107,040	2023
Wyoming Petroleum Foundation	WY	\$327,364	Ex-officio Member	\$76,831	\$87,577	2024
Carbon Offsets To Alleviate Poverty	CA	\$323,251	Ceo	\$59,583	\$56,385	2023
Peconic Baykeeper Inc	NY	\$327,883	Executive Di	\$123,903	\$119,182	2024
Middlesex Land Trust	CT	\$322,665	Executive Di	\$66,111	\$67,933	2023
Clean Air Institute	DC	\$322,593	Director	\$78,500	\$75,494	2023
Life Frames Inc	CA	\$322,566	Executive Dir.	\$46,170	\$43,692	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cement Kiln Recycling Coalition	VA	\$322,206	Executive Director	\$177,030	\$187,327	2023
Scenic Walton Inc	FL	\$322,166	Executive Director	\$120,705	\$120,705	2024
South Hero Land Trust Inc	VT	\$328,626	Executive Director	\$53,479	\$58,992	2023
Northern California Regional Land Trust	CA	\$328,743	Executive Director	\$97,154	\$87,001	2025
Santa Barbara Audubon Society	CA	\$322,002	Executive Dir.	\$67,866	\$60,774	2025
Northwoods Wildlife Center	WI	\$328,808	Vice Preside	\$5,000	\$6,435	2021
Fruitful Commons	TX	\$329,111	Executive Director	\$33,046	\$35,188	2024
The Susquehanna Greenway Partnership	PA	\$320,810	Executive Di	\$76,336	\$83,427	2023
Western Rivers Forestry	OR	\$330,485	President	\$56,937	\$57,947	2023

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

● Methodology

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

● Sample, role match & sensitivity

PEER COUNT 729 organizations. Compensation range \$324–\$469,185; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$325,395); for reference, expenses \$218,662 and assets \$1,421,112.

ROLE MATCH Pamela Vansoest, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 16 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	7 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	6 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 (Pamela Vansoest) 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 729 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,285 is reasonable (approximately the 7th 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.