

Florida District Of Kiwanis

Executive Director / CEO

EIN 590578342

FL · NTEE S80

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Melanie Winternheimer, Executive Director / CEO** (\$76,350) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

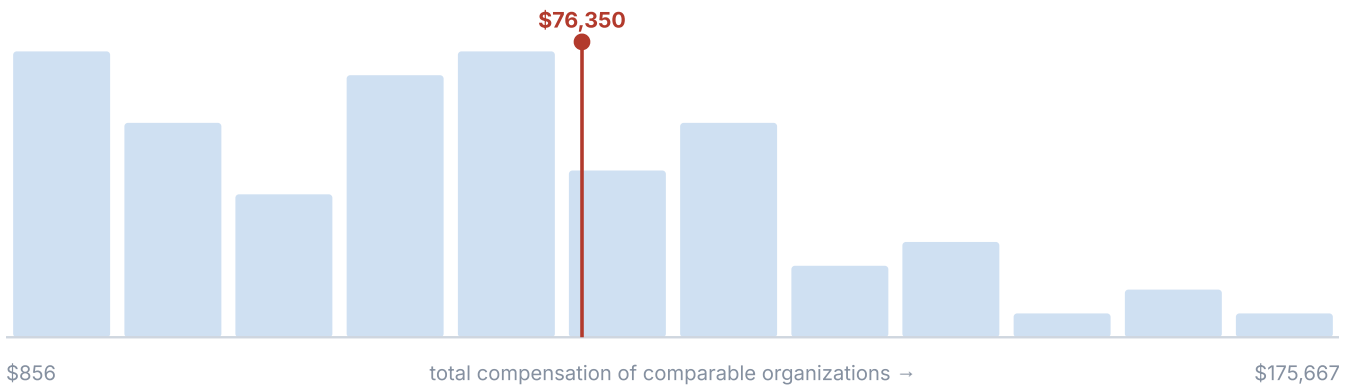
Benchmarked executive: Melanie Winternheimer — reported title "SECRETARY/EXECUTIVE DIRECT", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S80).
BUDGET	Total revenue between \$218,560 and \$489,313 — 0.67x to 1.50x the subject's \$326,209 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,325	\$28,390	\$60,674	\$88,436	\$114,850	\$76,350
----------	----------	----------	----------	-----------	----------



■ 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
The Wednesday Club Of St Louis	MO	\$327,754	Executive Director	\$52,271	\$60,674	2023
Helping Florence Flourish	SC	\$327,942	Executive Dir	\$103,540	\$118,379	2023
Annie's List Training And Engagement Fund	TX	\$328,787	Deputy Director	\$120,500	\$132,100	2023
New York Credit Union Foundation	NY	\$321,776	President / Ceo	\$4,771	\$4,589	2024
Baton Rouge Early Childhood Education	LA	\$331,440	Executive Director	\$21,333	\$25,005	2024
Punxsutawney Groundhog Club Inc	PA	\$337,519	Executive Di	\$36,635	\$40,038	2023
Marshall County Retired Senior	AL	\$338,219	Former Exec	\$49,164	\$56,539	2024
Professional Firefighters Of Lake County Local 3990	FL	\$313,013	President	\$16,817	\$16,817	2024
Gentlemens League	TN	\$310,707	Executive Director	\$9,305	\$10,719	2023
Sporting Clays For Charity Inc	NJ	\$310,030	Treasurer	\$875	\$856	2023
Neighbors Plus	MI	\$309,345	Exec Dir	\$51,008	\$57,700	2023
Send Musicians To Prison	TN	\$306,358	President	\$68,100	\$78,449	2023
Share Pregnancy & Infant Loss Support	MO	\$346,445	Executive Director	\$75,187	\$84,770	2024
Kumu Kahua Theatre Inc	HI	\$305,302	Managing Dir	\$73,780	\$70,315	2024
Mining The Truth	TX	\$304,304	President	\$90,000	\$95,833	2024
Bisbee Coalition For The Homeless Inc	AZ	\$352,441	Executive Director	\$34,323	\$36,176	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cape Charles Va Main Street Inc	VA	\$353,828	Executive Director	\$54,705	\$56,226	2024
Birmingham Bloomfield	MI	\$297,753	Executive Di	\$101,606	\$111,637	2024
Families First Of Monroe County Inc	WI	\$296,528	Executive Director	\$54,765	\$62,681	2023
Hillsboro Economic Development Corp	ND	\$295,915	Business Manager	\$8,093	\$9,733	2023
Spectrum Of Findlay Inc	OH	\$294,496	Executive Di	\$13,750	\$15,960	2023
Volunteer Center Of The Lehigh Valley	PA	\$294,103	Ceo	\$78,409	\$83,234	2024
Most Worshipful Prince Hall Grand Lodge Of Tn	TN	\$292,452	Grand Master	\$12,000	\$13,427	2024
The Lutheran Service Society Of New York	NY	\$285,829	Executive Director	\$71,926	\$71,228	2023
Mcleod Alliance	MN	\$285,813	Director	\$66,511	\$69,958	2024

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

● Methodology

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

● Sample, role match & sensitivity

PEER COUNT 77 organizations. Compensation range \$856–\$175,667; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$326,209); for reference, expenses \$304,310 and assets \$1,032,234.

ROLE MATCH Melanie Winternheimer, reported title "*SECRETARY/EXECUTIVE DIRECT*", 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 6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	66 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	60 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 (Melanie Winterheimer) 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 77 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,350 is reasonable (approximately the 66th 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.