

# Citizens For A Better South Florida Inc

Executive Director / CEO

EIN 650114889  
 FL · NTEE C600  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Britany Ziems, Executive Director / CEO** (\$48,195) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

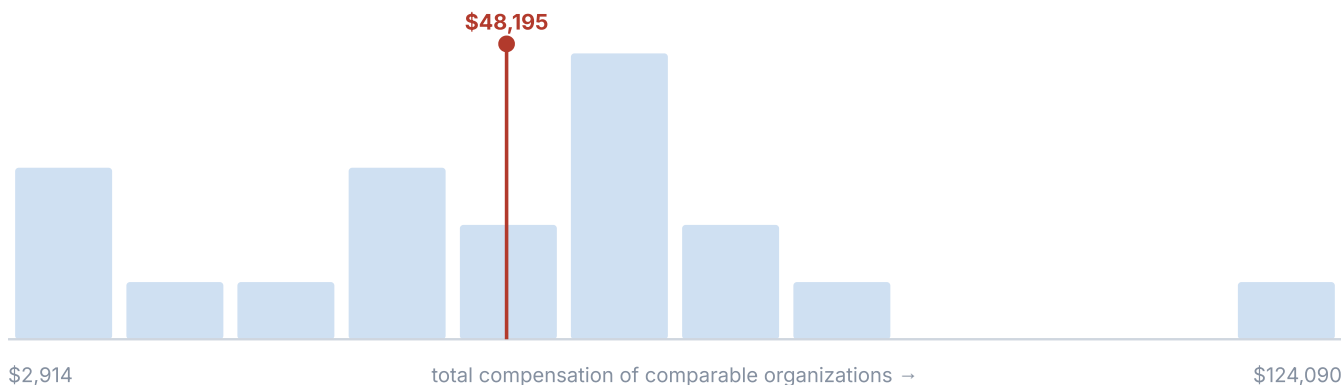
**Benchmarked executive:** Britany Ziems — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C600).
BUDGET	Total revenue between \$94,671 and \$211,951 — 0.67x to 1.50x the subject's \$141,301 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C60), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,042	\$33,637	\$50,593	\$60,458	\$71,544	\$48,195
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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
<a href="#">Ideas Institute</a>	OH	\$138,712	Board Chair And Senior Researcher	\$42,077	<b>\$47,440</b>	2024
<a href="#">Friends Of Rose Canyon</a>	CA	\$134,305	President	\$55,041	<b>\$50,593</b>	2024
<a href="#">The Center For Transformation Inc</a>	NJ	\$150,374	Co-executive Director	\$72,000	<b>\$70,451</b>	2023
<a href="#">Foundation For Ohio River Education</a>	OH	\$157,120	Secretary	\$28,400	<b>\$32,966</b>	2023
<a href="#">California Greenworks Inc</a>	CA	\$120,903	President	\$58,208	<b>\$55,084</b>	2023
<a href="#">Echoes Of Nature Inc</a>	MD	\$166,672	Board Member	\$13,035	<b>\$12,972</b>	2024
<a href="#">Social Compassion</a>	CA	\$169,226	President, Founder, Ceo	\$135,000	<b>\$124,090</b>	2024
<a href="#">Mission Resolve Foundation Inc</a>	FL	\$111,717	Treasurer	\$3,227	<b>\$3,322</b>	2023
<a href="#">Yew Mountain Center</a>	WV	\$171,890	Executive Director	\$30,003	<b>\$34,580</b>	2024
<a href="#">River In Action</a>	CA	\$109,683	President	\$62,413	<b>\$55,890</b>	2025
<a href="#">Tuscarora Wildlife Education Projec</a>	PA	\$102,741	Exec. Direct	\$14,400	<b>\$15,286</b>	2024
<a href="#">Walking Humbly Outdoor Adventures Inc</a>	KY	\$99,435	Secretary	\$2,475	<b>\$2,914</b>	2023
<a href="#">Riverside Nature Center Association</a>	TX	\$184,301	Executive Director	\$50,000	<b>\$54,813</b>	2023
<a href="#">Scraplanta Inc</a>	GA	\$193,209	Executive Director	\$32,902	<b>\$34,308</b>	2025
<a href="#">Agramonte Ranch Research And</a>	CA	\$198,920	Ceo	\$82,591	<b>\$75,916</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Huneebee Project Inc</a>	CT	\$202,026	Executive Director	\$59,616	<b>\$61,259</b>	2023
<a href="#">The Charles Koiner Center For Urban Farming Incorporated</a>	MD	\$204,075	Executive Director	\$34,992	<b>\$34,824</b>	2024
<a href="#">Environmental Education Council Of Oh In</a>	OH	\$205,932	Executive Director	\$56,255	<b>\$65,299</b>	2023
<a href="#">Native Lands Restoration Collaborative</a>	KS	\$208,857	Executive Director	\$51,875	<b>\$59,656</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	19 organizations. Compensation range \$2,914–\$124,090; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$141,301); for reference, expenses \$175,958 and assets \$449,398.
ROLE MATCH	Britany Ziems, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	53 <sup>rd</sup>
All sources (D + E + F), adjusted	42 <sup>nd</sup>

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 (Britany Ziems) 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 19 similarly situated organizations (Same NTEE sector (C60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,195 is reasonable (approximately the 47<sup>th</sup> 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.