

Florence Wine & Food Festival

Executive Director / CEO

EIN 832345525

SC · NTEE N52

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tamara Kirven, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

Benchmarked executive: Tamara Kirven — 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 (N52).

BUDGET Total revenue between \$35,292 and \$79,012 — 0.67x to 1.50x the subject's \$52,675 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography

→ **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$51

total compensation of comparable organizations →

\$181,195

\$660

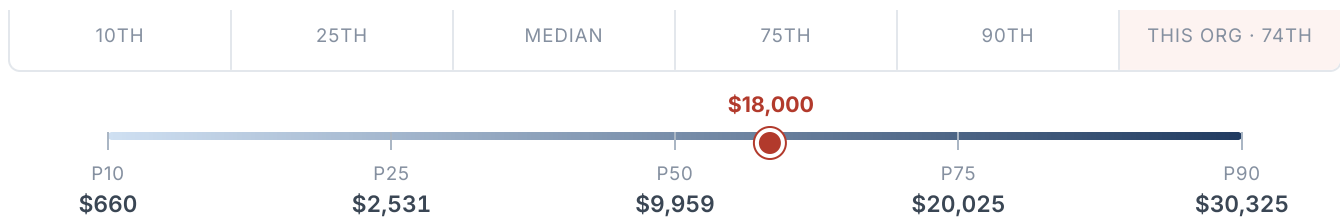
\$2,531

\$9,959

\$20,025

\$30,325

\$18,000



■ 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 SC 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
Washington City Historical Society	UT	\$52,426	Trustee	\$2,368	\$2,392	2023
Rakad Dance Camp	FL	\$51,910	Executive Director	\$7,000	\$6,141	2025
Crow River Sno Pros Inc	MN	\$54,120	Secretary	\$1,830	\$1,689	2025
Islamorada Charter Boat Association Inc	FL	\$51,183	Treasurer	\$18,254	\$16,437	2024
Alex Area Usbc	MN	\$50,897	Association Manager	\$354	\$327	2025
Minnesota Valley Snow Riders-redwood	MN	\$50,748	President	\$100	\$95	2024
Nelson Community Association	MN	\$54,791	Sec/treas	\$2,400	\$2,273	2024
Stone Harbor Triathlon Charities Inc	NJ	\$55,123	President	\$10,750	\$9,200	2024
Pengilly Booster Club	MN	\$55,327	Gambling Manager	\$29,225	\$27,681	2024
East End Social Club Of Lowell Mass Inc	MA	\$50,001	Treasurer	\$1,200	\$1,034	2024
The L40 Foundation Inc	FL	\$56,628	President	\$6,579	\$6,099	2023
Retired Employees Of Santa Barbara	CA	\$48,695	President	\$2,000	\$1,704	2023
Whitewater Trail Blazers Snowmobile Club	MN	\$56,824	Gambling Manager	\$18,660	\$17,674	2024
United States Bowling Congress Inc	CA	\$57,017	Association Manager	\$13,152	\$10,886	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Iowa Park Recreational Activities	TX	\$57,847	Executive Direc	\$21,566	\$21,289	2023
Maple Island Park Association	MN	\$57,969	Secretary	\$22,787	\$21,027	2025
Cook Inlet Archers	AK	\$47,265	Advisor	\$720	\$660	2024
Ohio Valley Hockey Association Inc	WV	\$58,387	Director Emeritus	\$50	\$51	2025
United States Bowling Congress	NJ	\$59,199	Association Manager/director	\$20,800	\$17,801	2024
Amigos Y Amigas	NM	\$59,365	Executive Di	\$9,384	\$10,369	2022
National Alliance For Accessible Golf	FL	\$45,854	Executive Director	\$50,000	\$43,863	2025
Fc Elite Ltd	WI	\$60,460	Co-director	\$20,004	\$20,025	2024
Archers Usa Foundation	AR	\$60,654	Bm/secretary	\$20,004	\$21,553	2024
Evansville Parks Foundation	IN	\$44,669	Executive Director	\$30,000	\$30,325	2024
South Central Foundation For	CA	\$44,521	President	\$11,518	\$9,534	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 61 organizations. Compensation range \$51–\$181,195; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$52,675); for reference, expenses \$61,643 and assets \$120,711.

ROLE MATCH	Tamara Kirven, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	74 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	67 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 (Tamara Kirven) 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 61 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 74th 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.