

The Freecycle Network

Executive Director / CEO

EIN 200938414

AZ · NTEE C99

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Deron Beal, Executive Director / CEO** (\$113,600) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

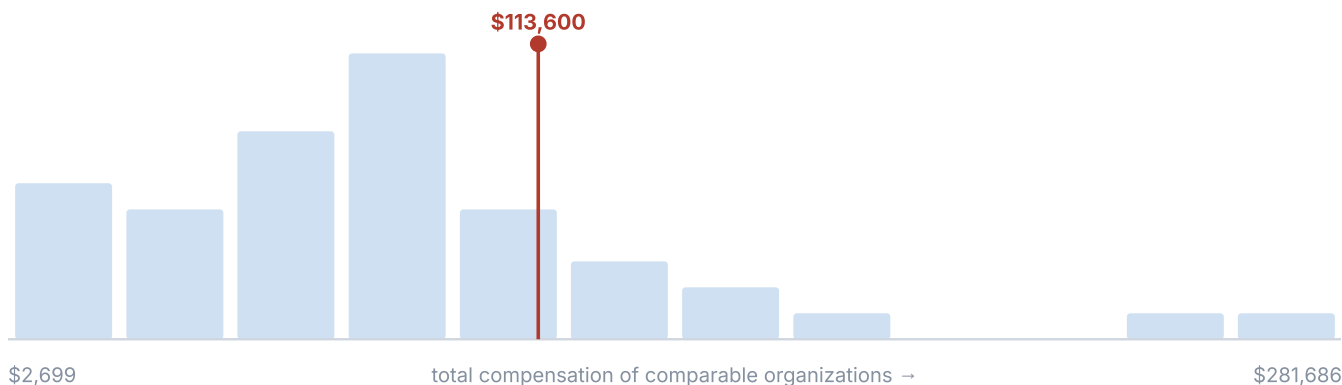
Benchmarked executive: Deron Beal — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C99).
BUDGET	Total revenue between \$285,913 and \$640,105 — 0.67x to 1.50x the subject's \$426,737 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C99), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,501	\$47,860	\$75,749	\$112,220	\$139,828	\$113,600
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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 AZ 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
Northwest South Dakota Regional Landfill	SD	\$427,317	Manager	\$232,277	\$281,686	2023
Protect The Adirondacks Inc	NY	\$427,840	Executive Di	\$117,273	\$113,104	2024
Climate Justice Hive	CO	\$424,930	President	\$20,250	\$20,725	2024
Timucuan Parks Foundation Inc	FL	\$429,807	Executive Di	\$2,692	\$2,699	2024
Brooklyn Greenway Initiative	NY	\$421,517	Executive Director	\$145,144	\$144,119	2023
Earth Guardians Inc	CO	\$410,445	Executive Director	\$47,297	\$49,834	2023
Truckee Trails Foundation Inc	CA	\$444,124	Executive Dir.	\$80,000	\$73,730	2024
Green Chips	NV	\$445,125	Executive Direc	\$143,077	\$149,125	2025
Southern Indiana Cooperative Weed	IN	\$447,066	Exec Dir Beg	\$10,000	\$11,256	2024
Soulful Seeds	NV	\$449,332	Executive Director	\$75,000	\$80,238	2024
Guardians Of Flushing Bay Inc	NY	\$457,704	Executive Dir.	\$86,205	\$83,141	2024
Seattle Reconomy	WA	\$384,298	Exec Director	\$43,057	\$41,144	2024
The Little Forks Conservancy Inc	MI	\$379,505	Executive Dir.	\$108,087	\$119,074	2024
Clean Miami Beach Inc	FL	\$474,880	Chair	\$95,000	\$95,253	2024
Youth For Environmental Sanity	CA	\$377,943	Community Learning & Partnership	\$12,000	\$11,060	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
River Bend Nature Center Inc	WI	\$377,874	Executive Director	\$72,000	\$82,626	2023
Nh Businesses For Social Responsibility	NH	\$376,890	Advocacy Director, Past Executive Director	\$60,899	\$58,470	2025
Triple Bottom Line Foundation	CO	\$376,878	President/secretary	\$30,000	\$30,703	2024
Truckee Dirt Union	CA	\$370,119	Employee	\$12,325	\$11,695	2023
The Mid-atlantic Chapter Of The Intl Society Of Ar	VA	\$369,824	Executive Director	\$71,395	\$75,749	2023
Friends Of Bedrock Gardens	NH	\$484,583	Executive Director	\$74,939	\$73,854	2024
Havens Harvest Inc	CT	\$350,790	Executive Director	\$90,884	\$90,950	2024
Greening Projects	CA	\$508,047	Executive Director	\$124,000	\$111,336	2025
Grand Island Area Clean Community	NE	\$343,860	Executive Di	\$81,649	\$93,729	2024
Bethesda Green Inc	MD	\$341,433	Executive Director	\$119,508	\$119,249	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2025 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 AZ 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 **43** organizations. Compensation range \$2,699–\$281,686; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$426,737); for reference, expenses \$238,478 and assets \$1,178,888. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Deron Beal, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	77 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	72 nd

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 (Deron Beal) 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 10, 2026, comparing compensation against 43 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$113,600 is reasonable (approximately the 77th 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 10, 2026.