

# Bella Vista Recycling Foundation

Executive Director / CEO

EIN 710838077  
 AR · NTEE C27  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Louis Stirek, Executive Director / CEO** (\$43,400) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

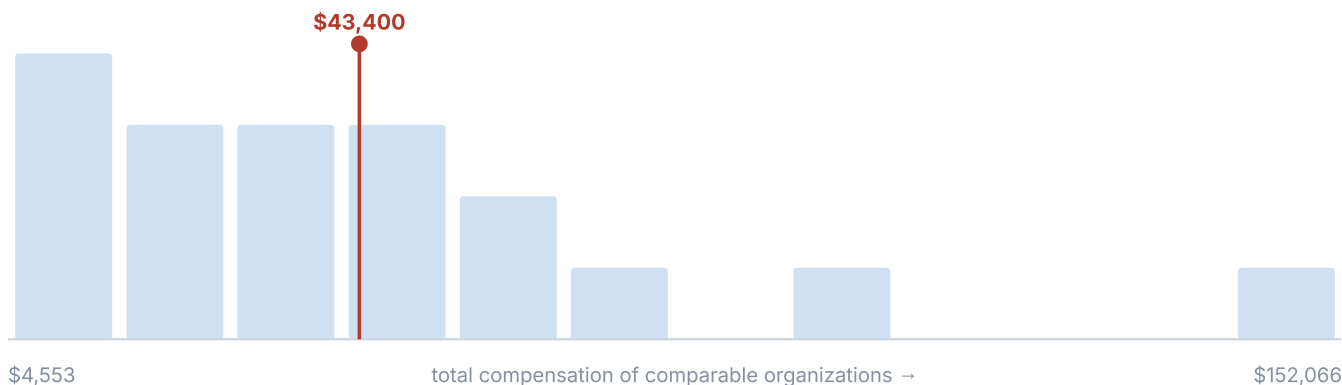
**Benchmarked executive:** Louis Stirek — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C27).
BUDGET	Total revenue between \$175,001 and \$391,795 — 0.67x to 1.50x the subject's \$261,197 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C27), nationwide + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,835	\$18,785	\$30,518	\$59,817	\$77,305	\$43,400
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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 AR 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="#">Cwmu Association</a>	UT	\$259,051	Secretary	\$5,000	<b>\$4,553</b>	2023
<a href="#">Kanu Hawaii</a>	HI	\$257,751	Executive Director	\$64,996	<b>\$50,284</b>	2024
<a href="#">The Idea Store Creative Reuse Center</a>	IL	\$272,176	Manager	\$33,663	<b>\$29,442</b>	2023
<a href="#">Bowling Green Recycling Center Inc</a>	OH	\$234,872	Chairman	\$11,045	<b>\$10,109</b>	2024
<a href="#">Methow Recycles</a>	WA	\$291,962	Executive Director	\$29,913	<b>\$23,142</b>	2024
<a href="#">The Recyclery Collective</a>	IL	\$227,204	Director / Programming Coordinator	\$20,403	<b>\$17,333</b>	2024
<a href="#">Maine Resource Recovery Association</a>	ME	\$223,731	Executive Di	\$54,674	<b>\$46,089</b>	2025
<a href="#">Keuka Lake Association</a>	NY	\$218,784	Secretary	\$19,703	<b>\$15,385</b>	2024
<a href="#">Habits Of Waste</a>	CA	\$307,102	Founder, Director, President, Ed	\$133,943	<b>\$99,944</b>	2024
<a href="#">People For Urban Progress Inc</a>	IN	\$215,173	Executive Director	\$52,911	<b>\$48,216</b>	2024
<a href="#">Regenerative Education Centers Inc</a>	HI	\$203,725	Pres/executi	\$39,800	<b>\$30,791</b>	2024
<a href="#">Bk Rot Inc</a>	NY	\$319,398	Executive Director	\$82,810	<b>\$62,995</b>	2025
<a href="#">Cement Kiln Recycling Coalition</a>	VA	\$322,206	Executive Director	\$177,030	<b>\$152,066</b>	2023
<a href="#">Deidox Films Inc</a>	CA	\$194,842	Chair/executive Director	\$88,000	<b>\$67,602</b>	2023
<a href="#">Reuse It Center Inc</a>	KS	\$365,928	Director	\$31,468	<b>\$30,244</b>	2023
<a href="#">Recreative Denver</a>	CO	\$372,240	Executive Director	\$10,780	<b>\$9,196</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wachusett Earthday Incorporated</a>	MA	\$372,421	Executive Di	\$34,616	<b>\$26,880</b>	2024
<a href="#">Carolina Recycling Association</a>	SC	\$389,773	Executive Di	\$73,079	<b>\$65,879</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR cost of living and 2023 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 AR 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	18 organizations. Compensation range \$4,553–\$152,066; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$261,197); for reference, expenses \$295,109 and assets \$704,971.
ROLE MATCH	Louis Stirek, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	56 <sup>th</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

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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 (Louis Stirek) 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 18 similarly situated organizations (Same NTEE sector (C27), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,400 is reasonable (approximately the 56<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.