

# Recreative Denver

Executive Director / CEO

EIN 813365940  
 CO · NTEE C27  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Emily Korson, Executive Director / CEO** (\$10,780) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Emily Korson — 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 (C27).

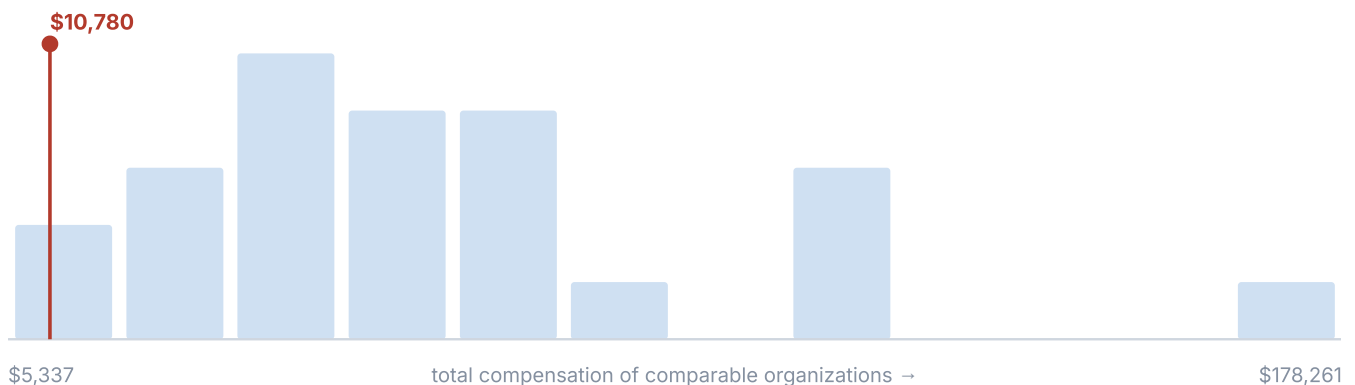
**BUDGET** Total revenue between \$249,400 and \$558,360 — 0.67x to 1.50x the subject's \$372,240 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C27), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography

→ **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,964	\$34,984	\$54,952	\$75,537	\$112,382	<b>\$10,780</b>
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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 CO 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="#">Wachusett Earthday Incorporated</a>	MA	\$372,421	Executive Di	\$34,616	<b>\$31,510</b>	2024
<a href="#">Reuse It Center Inc</a>	KS	\$365,928	Director	\$31,468	<b>\$35,454</b>	2023
<a href="#">Carolina Recycling Association</a>	SC	\$389,773	Executive Di	\$73,079	<b>\$77,227</b>	2024
<a href="#">United Prairie Foundation Incorporated</a>	ND	\$408,993	President	\$17,091	<b>\$19,560</b>	2023
<a href="#">The Experimental Farm Network Cooperative</a>	PA	\$418,328	Co-director/board Member	\$86,000	<b>\$86,874</b>	2024
<a href="#">Cement Kiln Recycling Coalition</a>	VA	\$322,206	Executive Director	\$177,030	<b>\$178,261</b>	2023
<a href="#">Bk Rot Inc</a>	NY	\$319,398	Executive Director	\$82,810	<b>\$73,846</b>	2025
<a href="#">Habits Of Waste</a>	CA	\$307,102	Founder, Director, President, Ed	\$133,943	<b>\$117,159</b>	2024
<a href="#">Art Parts Creative Reuse Center</a>	CO	\$447,493	Executive Director	\$61,752	<b>\$61,752</b>	2023
<a href="#">Pedal It Forward Nwa Inc</a>	AR	\$450,310	Executive Director	\$99,893	<b>\$113,740</b>	2024
<a href="#">Methow Recycles</a>	WA	\$291,962	Executive Director	\$29,913	<b>\$27,129</b>	2024
<a href="#">The Idea Store Creative Reuse Center</a>	IL	\$272,176	Manager	\$33,663	<b>\$34,514</b>	2023
<a href="#">Recraft Creative Reuse Center</a>	SC	\$472,404	Member At Large, Board Of Directors; Executive Director	\$52,000	<b>\$54,952</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of Guana Tolomato Matanzas</a>	FL	\$479,661	Fmr Exec Dir	\$31,953	<b>\$31,305</b>	2023
<a href="#">Bella Vista Recycling Foundation</a>	AR	\$261,197	Director	\$43,400	<b>\$50,876</b>	2023
<a href="#">Cwmu Association</a>	UT	\$259,051	Secretary	\$5,000	<b>\$5,337</b>	2023
<a href="#">Kanu Hawaii</a>	HI	\$257,751	Executive Director	\$64,996	<b>\$58,946</b>	2024
<a href="#">The Building Conservation Trust</a>	TX	\$489,214	President	\$102,521	<b>\$106,951</b>	2023
<a href="#">End Of Life Vehicle Solutions</a>	MI	\$494,788	Executive Director	\$60,414	<b>\$63,166</b>	2024
<a href="#">Wild Farm Alliance</a>	CA	\$509,019	Executive Director	\$74,809	<b>\$67,368</b>	2023
<a href="#">Our Hope</a>	WA	\$521,795	President	\$41,550	<b>\$38,795</b>	2023
<a href="#">Cincinnati Recycling And Reuse Hub</a>	OH	\$525,846	Executive Director	\$42,000	<b>\$46,392</b>	2023
<a href="#">Free Geek Twin Cities</a>	MN	\$550,417	Executive Director	\$36,363	<b>\$37,472</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	23 organizations. Compensation range \$5,337–\$178,261; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$372,240); for reference, expenses \$369,519 and assets \$19,423.
ROLE MATCH	Emily Korson, 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	4 <sup>th</sup>
All sources (D + E + F), adjusted	4 <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**

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 (Emily Korson) 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 23 similarly situated organizations (Same NTEE sector (C27), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,780 is reasonable (approximately the 4<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.