

Keep Delaware Beautiful Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Julie Miro Wenger, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

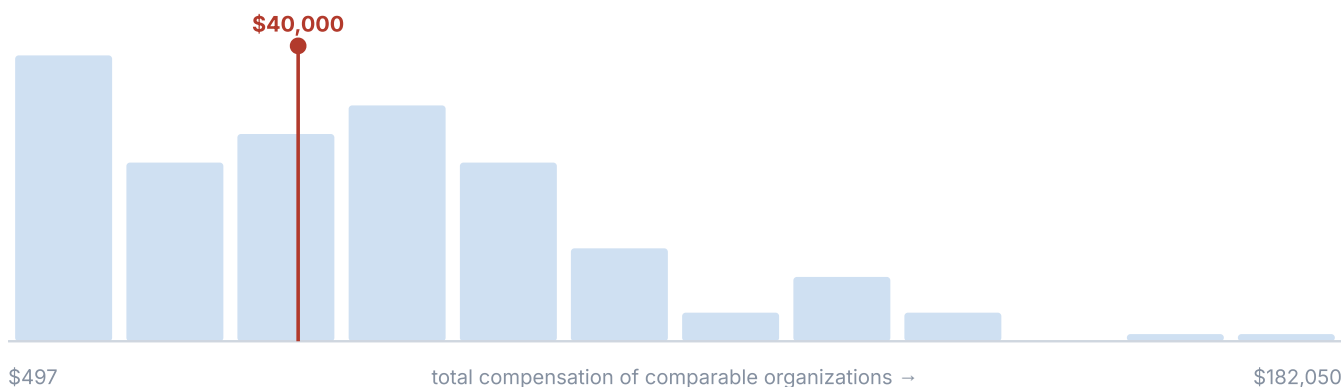
Benchmarked executive: Julie Miro Wenger — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C50).
BUDGET	Total revenue between \$88,490 and \$198,112 — 0.67x to 1.50x the subject's \$132,075 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

184 organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,531	\$20,196	\$45,266	\$65,101	\$92,165	\$40,000
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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 DE 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
Forever Maryland Inc	MD	\$132,026	Executive Director	\$82,488	\$74,528	2025
Seaside Sustainability Inc	MA	\$132,364	Executive Director	\$65,631	\$60,233	2023
Truckee River Foundation	NV	\$132,667	Executive Director	\$111,826	\$111,193	2024
Midwest Mitigation Oversight Association	MO	\$132,720	Executive Director	\$81,000	\$87,618	2023
Crooks Conservation & Gun Club Inc	SD	\$130,966	Director	\$2,345	\$2,501	2025
New England Botanical Club Inc	MA	\$130,811	Coordinator	\$16,531	\$14,736	2024
Earthshare Washington	DC	\$133,745	Ceo	\$45,046	\$39,213	2024
Human Impacts Institute Inc	NY	\$133,757	Executive Director	\$52,577	\$48,521	2023
Energy Efficient West Virginia	WV	\$130,365	Executive Director	\$49,833	\$55,105	2023
Friends Of Rose Canyon	CA	\$134,305	President	\$55,041	\$47,147	2024
Central Savannah River Land Trust Inc	GA	\$136,548	Executive Director	\$48,000	\$47,877	2024
Land Trust Of Bucks County	PA	\$127,400	Executive Di	\$41,637	\$42,406	2023
Hartley Mason Reservation Co Jeffrey W Mcconnell	ME	\$136,817	Trustee	\$5,000	\$4,967	2024
Renewable Energy Long Island Inc	NY	\$137,142	Executive Di	\$32,310	\$29,818	2023
Prairie Pines Partners	NE	\$126,575	Ppp Manager	\$21,732	\$23,187	2024
St Louis Regional Clean Cities	MO	\$126,525	Executive Di	\$79,040	\$83,044	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
B&I Woodwaste Custodial Trust	WA	\$125,539	Trustee	\$10,408	\$9,517	2023
Southeast Regional Land Conservancy	NC	\$138,702	Interim Exec	\$68,384	\$72,163	2023
Ideas Institute	OH	\$138,712	Board Chair And Senior Researcher	\$42,077	\$44,209	2024
Coastal Watershed Institute	WA	\$138,944	Executive Director	\$560	\$497	2024
Storm Drain Protection Act Inc	FL	\$124,705	Executive Di	\$79,500	\$74,085	2024
Alabama's Water Environment Association	AL	\$140,345	Executive Director	\$9,062	\$9,461	2025
Fish Reef Project	CA	\$140,925	Executive Director	\$27,000	\$23,127	2024
Cullinan Park Conservancy	TX	\$141,012	Executive Director	\$64,200	\$63,705	2024
Cyclists Of Gitchee Gumeeshores	MN	\$141,113	Executive Director	\$52,500	\$51,460	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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 184 organizations. Compensation range \$497–\$182,050; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$132,075); for reference, expenses \$183,454 and assets \$417,952.

ROLE MATCH Julie Miro Wenger, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	43 rd
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	40 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 (Julie Miro Wenger) 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 184 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 43rd 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.