PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Freenet Project Inc

Executive Director / CEO

EIN **954864038**
TX · NTEE R63
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Ian Clarke, Executive Director / CEO** ($144,000) against **every comparable organization** that fit the selection criteria — **264** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 97th percentile of comparable organizations

above the 90th percentile — board review recommended

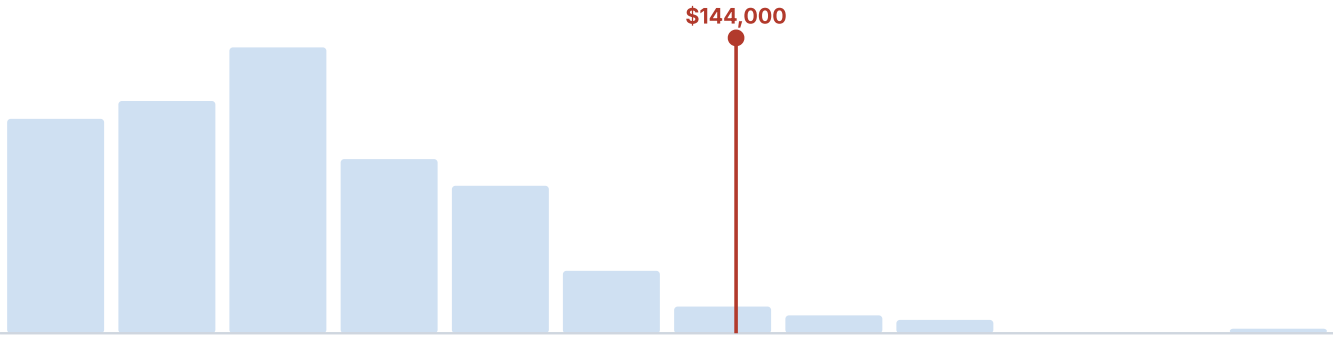
> **Benchmarked executive:** Ian Clarke — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R63).
BUDGET	Total revenue between $135,719 and $303,850 — 0.67× to 1.50× the subject's $202,567 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue.

264 organizations qualified on sector, size, and geography → **264** within the band form the benchmarked peer set.

Distribution of comparable compensation



$656 total compensation of comparable organizations → $260,434

$13,950	$28,266	$56,367	$84,703	$109,751	$144,000

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 TX 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
Trans Empowerment Project Inc	NC	$202,601	President	$12,843	**$13,266**	2024
Priority Africa Network	CA	$202,785	Co Director	$33,107	**$28,579**	2024
Eastern Pregnancy Information	NC	$203,299	Executive Director	$22,114	**$22,843**	2024
Pennsylvania Pro-life Federation Inc	PA	$201,618	Executive Dir.	$86,848	**$86,581**	2024
Mit Free Speech Alliance	MA	$203,814	Executive Director	$129,161	**$116,030**	2024
Deeds Action Fund	TX	$203,855	Temp Executive Director	$24,063	**$24,063**	2024
Southern Fried Queer Pride Inc	GA	$204,356	Executive Director	$52,016	**$53,829**	2023
Waging Nonviolence Inc	NY	$200,749	Secretary	$46,800	**$42,277**	2024
Erie County Court Appointed Special	OH	$205,077	Executive Di	$82,506	**$87,359**	2024
Alliance For A Better Utah Inc	UT	$205,168	Executive Director	$55,050	**$56,325**	2024
The Campaign To Keep Guns	NY	$205,168	Executive Director	$15,250	**$14,183**	2023
New Path 1010 Inc	GA	$205,668	Executive Director	$63,345	**$62,031**	2025
Speaking Down Barriers	SC	$206,153	Executive Director	$66,200	**$71,080**	2023
Justice For Migrant Families Wny	NY	$206,494	Executive Dir.	$57,316	**$53,306**	2023
Reveille Gay Mens Chorus	AZ	$206,766	Artistic Director	$28,600	**$27,497**	2024
Rhiza Inc	NY	$206,804	Board Member & Co-founder	$13,750	**$12,788**	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stand Up Alaska	AK	$206,914	Executive Dir.	$38,500	**$36,796**	2024
Americans For Puerto Ricos Self	DC	$198,064	President	$18,000	**$16,257**	2023
National Federation For Just	NY	$207,109	President	$77,664	**$70,157**	2024
Responsible Sourcing Network	CA	$207,224	Ceo	$121,477	**$104,863**	2024
Migrant Legal Action Program Inc	DC	$207,236	President	$67,838	**$61,269**	2023
New Jersey Black Empowerment Coalition Inc	NJ	$207,388	Executive Director	$130,000	**$116,033**	2024
Casa Of White County Inc	AR	$197,645	Executive Director	$39,559	**$43,306**	2025
Tri-county Casa Inc	KS	$197,381	Executive Di	$56,862	**$61,411**	2024
Ohio Right To Life Society	OH	$197,105	President	$26,400	**$27,953**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	**264** organizations. Compensation range $656–$260,434; filing years 2022–2025.
SIZE BASIS	Matched on total revenue ($202,567); for reference, expenses $223,150 and assets $144,500.
ROLE MATCH	Ian Clarke, reported title *"President & CEO"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS	4 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	**97th**
Total compensation (D + F), as reported (no adjustments)	**96th**
Reportable pay only (column D), adjusted	**97th**
All sources (D + E + F), adjusted	**91st**

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 (Ian Clarke) 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 264 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $144,000 is reasonable (approximately the 97th 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.