

# The Lion Project

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Zak Ferry, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

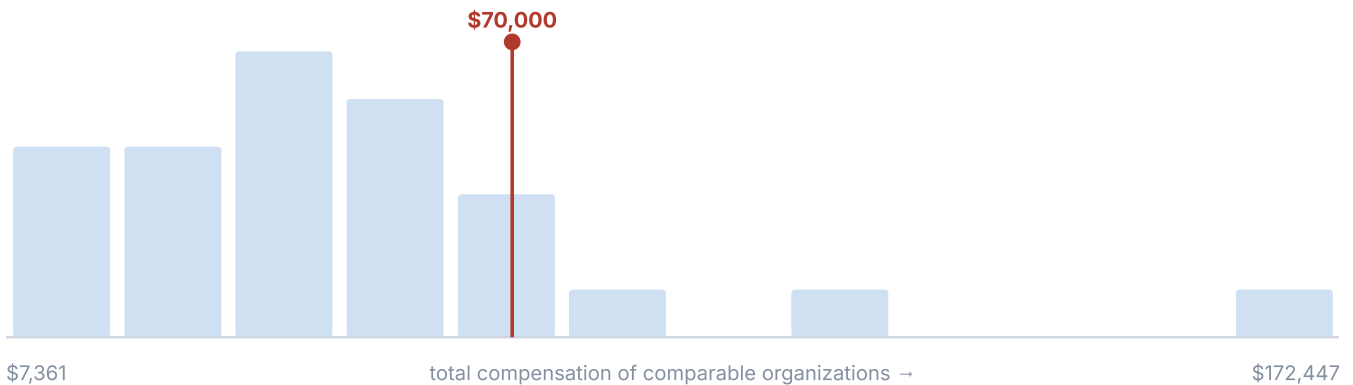
**Benchmarked executive:** Zak Ferry — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$140,103 and \$313,663 — 0.67x to 1.50x the subject's \$209,109 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CO + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,400	\$30,000	\$47,083	\$61,772	\$83,101	\$70,000
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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 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="#">Crestone Eagle Community Media</a>	CO	\$209,008	Former Director	\$30,000	<b>\$30,000</b>	2024
<a href="#">Nurturing Newborns</a>	CO	\$208,925	Manager	\$11,000	<b>\$11,000</b>	2024
<a href="#">Park County Senior Coalition Inc</a>	CO	\$208,416	Exec Directo	\$38,002	<b>\$38,002</b>	2024
<a href="#">Huts For Vets</a>	CO	\$203,467	Executive Director/treasurer	\$60,000	<b>\$61,772</b>	2023
<a href="#">Touching Africa Ministries</a>	CO	\$216,525	President	\$7,150	<b>\$7,361</b>	2023
<a href="#">Hope Has No Borders</a>	CO	\$217,462	Board Member	\$23,372	<b>\$23,372</b>	2024
<a href="#">Eagles Nest Ranch</a>	CO	\$199,115	Executive Dir.	\$42,000	<b>\$42,000</b>	2024
<a href="#">Restored Hope Network</a>	CO	\$220,134	Executive Dir.	\$69,784	<b>\$69,784</b>	2024
<a href="#">Bakhita Mountain Home Inc</a>	CO	\$195,680	Executive Director	\$109,372	<b>\$109,372</b>	2024
<a href="#">Collegiate Crossings Inc</a>	CO	\$223,288	Executive Director	\$63,111	<b>\$63,111</b>	2024
<a href="#">Fish For Change</a>	CO	\$232,757	Vice Chair And Secretary	\$15,000	<b>\$15,000</b>	2024
<a href="#">Confluence Ministries</a>	CO	\$235,973	Director & P	\$75,800	<b>\$75,800</b>	2024
<a href="#">Loaves &amp; Fishes Inc</a>	CO	\$236,304	Exec Director	\$40,000	<b>\$40,000</b>	2024
<a href="#">Crazy Faith Street Ministry</a>	CO	\$239,948	Executive Director	\$57,000	<b>\$57,000</b>	2024
<a href="#">Good Life Refuge</a>	CO	\$243,200	President/director	\$21,000	<b>\$21,000</b>	2024
<a href="#">Western Slope Native American Resource Center</a>	CO	\$252,717	Executive Director	\$87,969	<b>\$87,969</b>	2024
<a href="#">Selah Mountain Ranch</a>	CO	\$156,045	Director	\$47,911	<b>\$47,911</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Healthy Living Systems Inc</a>	CO	\$155,421	Executive Project Director	\$29,050	<b>\$29,050</b>	2024
<a href="#">Stillwater Ranch Inc</a>	CO	\$145,667	Executive Dir.	\$52,203	<b>\$52,203</b>	2024
<a href="#">Colorado East Community Action</a>	CO	\$274,123	Executive Di	\$47,083	<b>\$47,083</b>	2024
<a href="#">Lifebridge</a>	CO	\$283,303	President	\$48,300	<b>\$49,727</b>	2023
<a href="#">Reziliantkidz</a>	CO	\$285,691	President	\$42,730	<b>\$43,992</b>	2023
<a href="#">Swp Inc Db a Shadow Warriors</a>	CO	\$303,540	Treasurer	\$52,379	<b>\$52,379</b>	2024
<a href="#">Esther House</a>	CO	\$309,910	Director	\$32,640	<b>\$32,640</b>	2024
<a href="#">Wldforce Inc</a>	CO	\$310,296	President Ceo	\$167,500	<b>\$172,447</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 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 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	25 organizations. Compensation range \$7,361–\$172,447; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$209,109); for reference, expenses \$219,629 and assets \$34,316.
ROLE MATCH	Zak Ferry, 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	80 <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 (Zak Ferry) 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 25 similarly situated organizations (Same NTEE sector (P20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 84<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.