

# Co-alas

Executive Director / CEO

This analysis benchmarks the total compensation of **Don Rangel, Executive Director / CEO** (\$58,122) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B90).

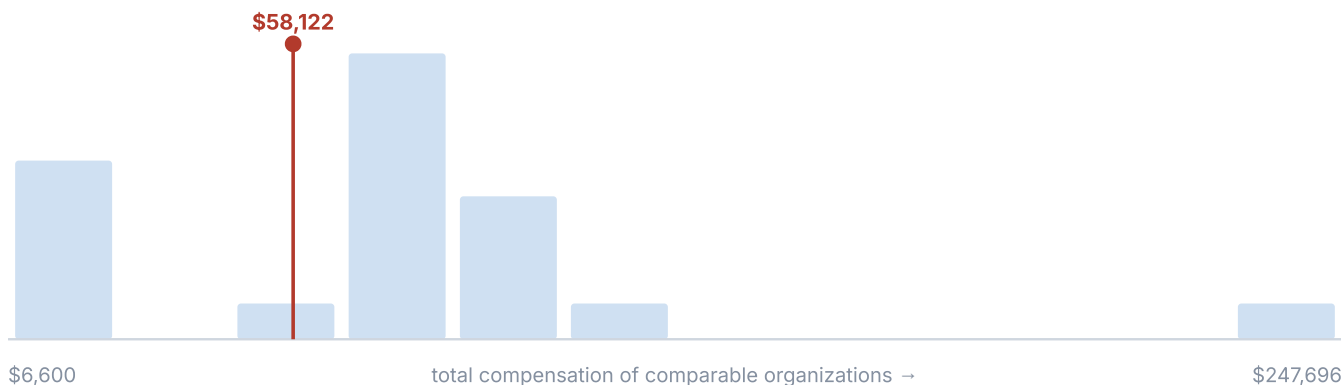
**BUDGET** Total revenue between \$216,333 and \$484,329 — 0.67x to 1.50x the subject's \$322,886 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B90) + CO + budget 0.67–1.5x revenue.

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

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,356	\$54,099	\$79,830	\$90,821	\$105,763	\$58,122
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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="#">C I R C L E</a>	CO	\$330,568	Executive Director And Founder	\$80,000	<b>\$80,000</b>	2024
<a href="#">Baroque Chamber Orchestra Of Colorado</a>	CO	\$347,299	President	\$7,946	<b>\$7,741</b>	2025
<a href="#">Give Back Yoga Foundation</a>	CO	\$298,347	Executive Di	\$25,000	<b>\$25,000</b>	2024
<a href="#">Global Leaders Inc</a>	CO	\$355,123	Executive Director	\$16,250	<b>\$16,250</b>	2024
<a href="#">Homegrown Pathways Inc</a>	CO	\$288,768	Founder And President	\$85,521	<b>\$85,521</b>	2024
<a href="#">Seemore Impact Labs</a>	CO	\$287,011	Chief Education Officer	\$90,208	<b>\$90,208</b>	2024
<a href="#">The Undergraduate Interfraternity</a>	CO	\$360,997	President	\$6,600	<b>\$6,600</b>	2024
<a href="#">Main Street Steamboat Springs Inc</a>	CO	\$274,514	Executive Director	\$72,468	<b>\$72,468</b>	2024
<a href="#">Colorado Rising For Communities</a>	CO	\$372,469	Executive Di	\$80,195	<b>\$82,564</b>	2023
<a href="#">Glowmundo Creations Inc</a>	CO	\$270,082	Executive Director / Presi	\$90,000	<b>\$92,658</b>	2023
<a href="#">Native American Fitness Council</a>	CO	\$265,621	President & Ceo	\$70,000	<b>\$72,068</b>	2023
<a href="#">High Country Home Educators</a>	CO	\$251,826	Secretary/assoc Executive Director	\$12,500	<b>\$12,869</b>	2023
<a href="#">Empowerment International</a>	CO	\$250,981	Executive Director	\$61,969	<b>\$63,799</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Scd Enrichment Program</a>	CO	\$406,821	Founder/executive Director	\$80,000	<b>\$82,363</b>	2023
<a href="#">Law Schoolies We Can</a>	CO	\$235,137	Executive Director	\$104,000	<b>\$107,072</b>	2023
<a href="#">The Thinking Project Institute</a>	CO	\$221,314	President	\$102,588	<b>\$105,618</b>	2023
<a href="#">Roots Family Center</a>	CO	\$441,622	Executive Director	\$106,741	<b>\$103,990</b>	2025
<a href="#">Edgewater Collective</a>	CO	\$445,902	Executive Director	\$65,500	<b>\$67,435</b>	2023
<a href="#">Routt County Riders</a>	CO	\$455,653	Executive Dir.	\$79,660	<b>\$79,660</b>	2024
<a href="#">Charter Facility Solutions</a>	CO	\$478,719	Executive Director	\$240,590	<b>\$247,696</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	20 organizations. Compensation range \$6,600–\$247,696; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$322,886); for reference, expenses \$332,105 and assets \$64,622.
ROLE MATCH	Don Rangel, reported title " <i>Executive Dir.</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	25 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	30 <sup>th</sup>
All sources (D + E + F), adjusted	25 <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 (Don Rangel) 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 20 similarly situated organizations (Same NTEE sector (B90) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,122 is reasonable (approximately the 25<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.