

CIRCLE

Executive Director / CEO

EIN 472199655
 CO · NTEE B90
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Carla Mestas, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

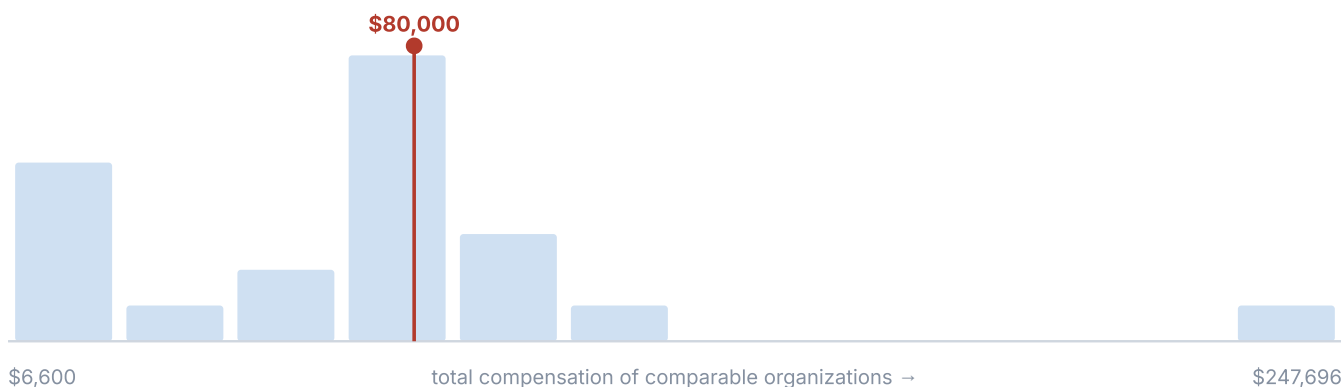
Benchmarked executive: Carla Mestas — reported title “Executive Director and Founder”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$221,480 and \$495,852 — 0.67x to 1.50x the subject's \$330,568 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + CO + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,869	\$38,082	\$72,468	\$86,394	\$103,990	\$80,000
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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
Co-alas	CO	\$322,886	Executive Dir.	\$58,122	\$58,122	2024
Baroque Chamber Orchestra Of Colorado	CO	\$347,299	President	\$7,946	\$7,741	2025
Global Leaders Inc	CO	\$355,123	Executive Director	\$16,250	\$16,250	2024
The Undergraduate Interfraternity	CO	\$360,997	President	\$6,600	\$6,600	2024
Give Back Yoga Foundation	CO	\$298,347	Executive Di	\$25,000	\$25,000	2024
Homegrown Pathways Inc	CO	\$288,768	Founder And President	\$85,521	\$85,521	2024
Colorado Rising For Communities	CO	\$372,469	Executive Di	\$80,195	\$82,564	2023
Seemore Impact Labs	CO	\$287,011	Chief Education Officer	\$90,208	\$90,208	2024
Main Street Steamboat Springs Inc	CO	\$274,514	Executive Director	\$72,468	\$72,468	2024
Glowmundo Creations Inc	CO	\$270,082	Executive Director / Presi	\$90,000	\$92,658	2023
Native American Fitness Council	CO	\$265,621	President & Ceo	\$70,000	\$72,068	2023
Scd Enrichment Program	CO	\$406,821	Founder/executive Director	\$80,000	\$82,363	2023
High Country Home Educators	CO	\$251,826	Secretary/assoc Executive Director	\$12,500	\$12,869	2023
Empowerment International	CO	\$250,981	Executive Director	\$61,969	\$63,799	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Law Schoolyes We Can	CO	\$235,137	Executive Director	\$104,000	\$107,072	2023
Roots Family Center	CO	\$441,622	Executive Director	\$106,741	\$103,990	2025
Edgewater Collective	CO	\$445,902	Executive Director	\$65,500	\$67,435	2023
Routt County Riders	CO	\$455,653	Executive Dir.	\$79,660	\$79,660	2024
Charter Facility Solutions	CO	\$478,719	Executive Director	\$240,590	\$247,696	2023
Right On Mobile Education	CO	\$484,553	Director	\$38,082	\$38,082	2024
Roaring Fork Valley Early	CO	\$484,731	Executive Di	\$88,680	\$86,394	2025

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.

Sample, role match & sensitivity

PEER COUNT	21 organizations. Compensation range \$6,600–\$247,696; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$330,568); for reference, expenses \$332,445 and assets \$175,468.
ROLE MATCH	Carla Mestas, reported title " <i>Executive Director and Founder</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	57 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	52 nd

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 (Carla Mestas) 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 21 similarly situated organizations (Same NTEE sector (B90) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 57th 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.