

The Arc Of Southwest Colorado Inc

Executive Director / CEO

EIN 472451513

CO · NTEE G84

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Mora, Executive Director / CEO** (\$86,000) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

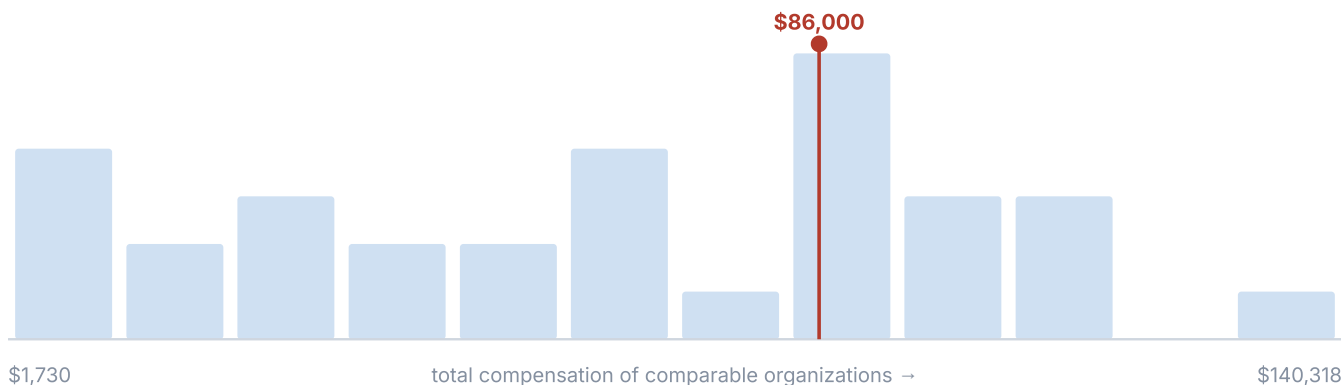
Benchmarked executive: Elizabeth Mora — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G84).
BUDGET	Total revenue between \$276,773 and \$619,642 — 0.67x to 1.50x the subject's \$413,095 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G84), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,125	\$33,054	\$69,577	\$93,324	\$107,877	\$86,000
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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
Autism Society Of Greater Akron	OH	\$412,520	Exec. Direc,	\$100,832	\$111,377	2024
Nebraska Transition College	NE	\$413,872	Executive Director	\$85,000	\$92,885	2025
Autism Society Of Greater Wisconsin Inc	WI	\$393,922	Executive Director	\$86,000	\$93,667	2024
Autistic Self-reliance Support Network	OH	\$435,416	Cofounder And Co-executive Director	\$82,152	\$90,743	2024
Coryell Autism Center	CA	\$451,173	President	\$12,000	\$11,125	2023
Aamp Amt Learning Center Inc	IL	\$370,551	President	\$32,009	\$33,787	2023
Creative Arts Therapy Center Inc	MO	\$363,742	Music Therapist	\$62,990	\$69,577	2024
Care Warriors Inc	TX	\$362,855	Ceo/executive Director	\$10,656	\$11,116	2024
The Tailor Institute Incorporated	MO	\$468,451	Director	\$52,000	\$57,438	2024
Parents Defeating Autism Today	TX	\$470,638	Ceo	\$25,748	\$26,861	2024
Autism Project Inc	MD	\$348,170	Director	\$95,723	\$96,086	2023
Enigma Asd Services	WA	\$482,395	Acting Secretary	\$52,668	\$49,176	2024
Autism Charlotte	NC	\$495,750	Ceo	\$130,216	\$140,318	2024
Autism Society Northwestern Pennsylvania	PA	\$328,542	Executive Director	\$65,039	\$69,638	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Feat Of Louisville Inc	KY	\$326,810	Executive Di	\$70,025	\$80,776	2023
Independent Identity	TX	\$320,346	Executive Director	\$88,892	\$95,472	2023
Autism Society Of America Los Angeles Inc	CA	\$508,630	Executive Director	\$75,262	\$67,776	2024
Every Child	CA	\$311,793	Vice President	\$35,890	\$32,320	2024
Community For Autism And Motor Planning	AZ	\$306,925	Interim Executive Director	\$23,111	\$23,865	2023
Surfers Healing Foundation Inc	CA	\$522,625	President	\$48,000	\$43,226	2024
Abc Of Nc Foundation	NC	\$528,297	Director	\$7,180	\$7,737	2024
Autism Care Today	CA	\$294,338	Director	\$64,498	\$59,798	2023
Autism Society Of Pittsburgh Inc	PA	\$541,079	President & Ceo	\$100,000	\$104,000	2024
Autism Empowerment	WA	\$283,060	Board Member	\$1,800	\$1,730	2023
Profectum Foundation	NJ	\$545,909	Executive Dir.	\$102,500	\$92,981	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 31 organizations. Compensation range \$1,730–\$140,318; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$413,095); for reference, expenses \$388,116 and assets \$356,385.

ROLE MATCH Elizabeth Mora, reported title "*EXECUTIVE DI*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	58 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	55 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 (Elizabeth Mora) 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 31 similarly situated organizations (Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,000 is reasonable (approximately the 58th 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.