

# Freedom 58 Project Incorporated

Executive Director / CEO

EIN 522187487

CO · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Liz Swanson, Executive Director / CEO** (\$79,426) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

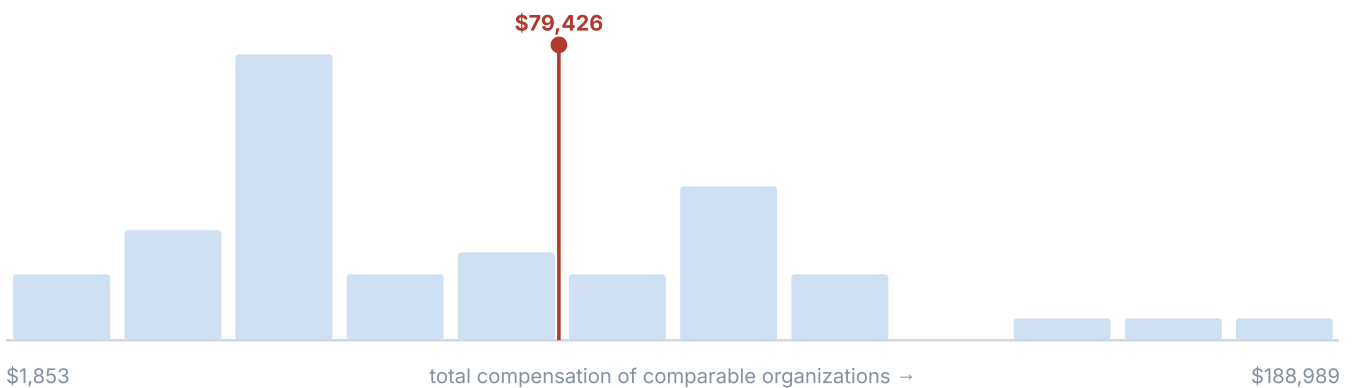
**Benchmarked executive:** Liz Swanson — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$174,096 and \$389,769 — 0.67x to 1.50x the subject's \$259,846 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + CO + budget 0.67–1.5x revenue.

**44** organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,812	\$36,635	\$50,464	\$100,200	\$122,232	\$79,426
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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="#">Caring For The Heart Ministries</a>	CO	\$259,175	President	\$49,466	<b>\$50,927</b>	2023
<a href="#">Trinity Fitness Colorado Springs</a>	CO	\$257,558	Communications Director	\$28,950	<b>\$29,805</b>	2023
<a href="#">Faith Covenant International</a>	CO	\$255,031	President	\$1,800	<b>\$1,853</b>	2023
<a href="#">Mosaic International Ministries</a>	CO	\$254,966	President	\$41,500	<b>\$41,500</b>	2024
<a href="#">The Noble Heart Inc</a>	CO	\$254,722	President	\$120,237	<b>\$123,788</b>	2023
<a href="#">Mike Hoesch Ministries Inc</a>	CO	\$266,888	President	\$48,000	<b>\$48,000</b>	2024
<a href="#">Crossroads Ministries Usa Inc</a>	CO	\$273,812	President	\$43,353	<b>\$43,353</b>	2024
<a href="#">Life Impact Ministries</a>	CO	\$244,144	Director	\$118,600	<b>\$118,600</b>	2024
<a href="#">The Summit Mission Alliance</a>	CO	\$276,303	Executive Director	\$63,423	<b>\$61,788</b>	2025
<a href="#">Turn Ministries</a>	CO	\$243,102	President	\$99,000	<b>\$99,000</b>	2024
<a href="#">Cecil &amp; Lisa Paxton</a>	CO	\$276,742	President	\$34,283	<b>\$34,283</b>	2024
<a href="#">The One Project</a>	CO	\$239,678	Director	\$6,800	<b>\$6,800</b>	2024
<a href="#">Digital Bibles For The World</a>	CO	\$232,319	President	\$100,538	<b>\$103,508</b>	2023
<a href="#">Iglesia De Restauracion Mision Elim Greeley Inc</a>	CO	\$230,057	Treasurer	\$35,350	<b>\$35,350</b>	2024
<a href="#">Legacy Relief Project</a>	CO	\$229,708	President	\$50,000	<b>\$50,000</b>	2024
<a href="#">Trinity Outreach International Inc</a>	CO	\$293,776	Pres/chairman	\$188,989	<b>\$188,989</b>	2024
<a href="#">Koome Ministries Inc</a>	CO	\$225,673	President	\$86,208	<b>\$86,208</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Footsteps Experience Inc</a>	CO	\$221,637	President	\$75,000	<b>\$75,000</b>	2024
<a href="#">Mercygift</a>	CO	\$298,228	President	\$143,000	<b>\$143,000</b>	2024
<a href="#">Cityforce Inc</a>	CO	\$221,350	President	\$90,000	<b>\$92,658</b>	2023
<a href="#">Cityunite</a>	CO	\$299,157	Executive Di	\$109,874	<b>\$109,874</b>	2024
<a href="#">In Christ Ministries Inc</a>	CO	\$216,536	President	\$73,242	<b>\$75,405</b>	2023
<a href="#">Msc Family Restoration Center</a>	CO	\$304,046	President/ Exec. Director	\$107,432	<b>\$107,432</b>	2024
<a href="#">Golf Fore Christ Inc</a>	CO	\$214,623	President	\$30,000	<b>\$30,000</b>	2024
<a href="#">U-turn For Christ - Colorado</a>	CO	\$211,717	President	\$45,600	<b>\$45,600</b>	2024

**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** 44 organizations. Compensation range \$1,853–\$188,989; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$259,846); for reference, expenses \$181,004 and assets \$151,667.

**ROLE MATCH** Liz Swanson, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 3 peers 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	61 <sup>st</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 (Liz Swanson) 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 44 similarly situated organizations (Same NTEE sector (X20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,426 is reasonable (approximately the 64<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.