

Roaring Fork Valley Early

Executive Director / CEO

EIN 550873041

CO · NTEE B90

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Suzanne Wheeler-del Piccolo, Executive Director / CEO** (\$88,680) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

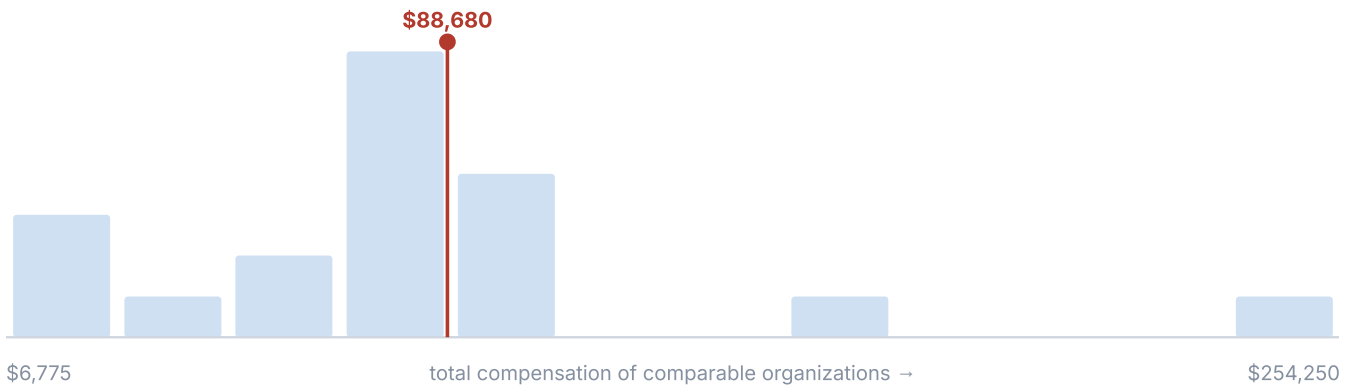
Benchmarked executive: Suzanne Wheeler-del Piccolo — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$324,769 and \$727,096 — 0.67x to 1.50x the subject's \$484,731 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + CO + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,933	\$54,822	\$81,768	\$99,984	\$119,178	\$88,680
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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
Right On Mobile Education	CO	\$484,553	Director	\$38,082	\$39,090	2024
Charter Facility Solutions	CO	\$478,719	Executive Director	\$240,590	\$254,250	2023
Routt County Riders	CO	\$455,653	Executive Dir.	\$79,660	\$81,768	2024
Edgewater Collective	CO	\$445,902	Executive Director	\$65,500	\$69,219	2023
Roots Family Center	CO	\$441,622	Executive Director	\$106,741	\$106,741	2025
Early Childhood Council Of La Plata	CO	\$531,893	Executive Di	\$73,966	\$73,966	2025
Makerusa Inc	CO	\$551,590	Co-founder And Ceo And Board Member	\$98,096	\$100,691	2024
Scd Enrichment Program	CO	\$406,821	Founder/executive Director	\$80,000	\$84,542	2023
Colorado Rising For Communities	CO	\$372,469	Executive Di	\$80,195	\$84,748	2023
The Undergraduate Interfraternity	CO	\$360,997	President	\$6,600	\$6,775	2024
Global Leaders Inc	CO	\$355,123	Executive Director	\$16,250	\$16,680	2024
Restorative Justice Education	CO	\$621,890	President	\$57,125	\$58,636	2024
Baroque Chamber Orchestra Of Colorado	CO	\$347,299	President	\$7,946	\$7,946	2025
Launch Network	CO	\$622,349	President	\$101,000	\$106,734	2023
A Childs Song Inc	CO	\$635,927	Executive Director	\$71,558	\$75,621	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
CIRCLE	CO	\$330,568	Executive Director And Founder	\$80,000	\$82,117	2024
Denver Asset Building Coalition	CO	\$664,563	Executive Director And Tax Attorney	\$164,571	\$168,925	2024
Cci Foundation Inc	CO	\$678,873	Executive Director	\$49,692	\$51,007	2024
Youthroots	CO	\$695,807	Executive Di	\$93,942	\$99,276	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 2025 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	19 organizations. Compensation range \$6,775–\$254,250; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$484,731); for reference, expenses \$406,957 and assets \$372,070.
ROLE MATCH	Suzanne Wheeler-del Piccolo, 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.
OUTLIERS	2 peers 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	68th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	63 rd

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 (Suzanne Wheeler-del Piccolo) 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 19 similarly situated organizations (Same NTEE sector (B90) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,680 is reasonable (approximately the 68th 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.