

# Muslim Family Services Of Colorado

Executive Director / CEO

EIN 562402910  
 CO · NTEE P80  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Carroll Walkins Ali, Executive Director / CEO** (\$37,550) against **every comparable organization** that fit the selection criteria — **261** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 31<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Carroll Walkins Ali — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$189,942 and \$425,245 — 0.67x to 1.50x the subject's \$283,497 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**261** organizations qualified on sector, size, and geography → **261** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,935	\$31,429	\$53,993	\$72,722	\$86,724	<b>\$37,550</b>
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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="#">City Of Refuge Pulaski Inc</a>	VA	\$282,653	President	\$18,000	<b>\$17,606</b>	2024
<a href="#">Inspire Continuing Care</a>	IL	\$284,691	Executive Director	\$39,600	<b>\$40,601</b>	2023
<a href="#">Harrisburg Cultural &amp; Social Servic</a>	MS	\$282,173	Executive Di	\$21,000	<b>\$23,693</b>	2024
<a href="#">Association For Texas Advocates Inc</a>	TX	\$285,334	Executive Director	\$63,333	<b>\$64,174</b>	2024
<a href="#">Homeless Veterans Services Of Dallas Inc</a>	TX	\$281,631	President	\$17,000	<b>\$17,735</b>	2023
<a href="#">The Next Stop Foundation Inc</a>	GA	\$281,534	President	\$39,900	<b>\$40,639</b>	2024
<a href="#">Stirrups N Strides Therapeutic Riding</a>	FL	\$281,514	Officer, Executive Directo	\$29,867	<b>\$28,421</b>	2024
<a href="#">St Croix Mission Outreach Inc</a>	VI	\$281,266	Executive Director	\$65,000	<b>\$63,135</b>	2024
<a href="#">Prosumers International</a>	TX	\$280,057	Executive Director	\$51,000	<b>\$51,677</b>	2024
<a href="#">Love Inc Of Greater Cushing</a>	OK	\$279,938	Executive Dir.	\$33,296	<b>\$37,139</b>	2024
<a href="#">The Age Friendly Foundation Inc</a>	MA	\$287,753	Treasurer/clerk	\$675	<b>\$615</b>	2024
<a href="#">Us Vet Corps Resources</a>	SC	\$287,767	President	\$30,375	<b>\$33,047</b>	2023
<a href="#">Veterans In Transition Inc</a>	OH	\$277,585	President	\$21,240	<b>\$22,788</b>	2024
<a href="#">Caring Voices</a>	CO	\$289,998	Program Coornator/ Direct Care Staff	\$21,888	<b>\$21,260</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Knife Chief Buffalo Nation Society</a>	SD	\$276,827	President	\$1,500	<b>\$1,677</b>	2024
<a href="#">Circle Haven Inc</a>	NJ	\$290,832	Executive Dir.	\$97,500	<b>\$88,181</b>	2024
<a href="#">Self Advocates Of Indiana Inc</a>	IN	\$290,959	President	\$1,835	<b>\$1,960</b>	2024
<a href="#">Pikes Peak Elder Justice Center</a>	CO	\$275,074	Executive Director	\$74,870	<b>\$72,722</b>	2024
<a href="#">Willow Womens Center</a>	PA	\$274,523	Executive Director	\$2,946	<b>\$2,975</b>	2024
<a href="#">Good News For Life Inc</a>	FL	\$293,009	President Ce	\$72,000	<b>\$68,515</b>	2024
<a href="#">Soulumination</a>	WA	\$273,712	Executive Director	\$92,084	<b>\$85,979</b>	2023
<a href="#">Georgetown Village Inc</a>	DC	\$293,297	Executive Di	\$98,627	<b>\$90,260</b>	2023
<a href="#">Cambridge Neighbors Inc</a>	MA	\$294,299	Executive Director	\$80,000	<b>\$72,822</b>	2024
<a href="#">Learning 4 Life Farm</a>	OH	\$272,001	Co-director	\$6,010	<b>\$6,638</b>	2023
<a href="#">The Connecticut Community</a>	CT	\$295,126	Executive Di	\$56,950	<b>\$52,695</b>	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 2023 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** 261 organizations. Compensation range \$615–\$383,874; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$283,497); for reference, expenses \$282,969 and assets \$20,398.

ROLE MATCH	Carroll Walkins Ali, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers 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	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	34 <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 (Carroll Walkins Ali) 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 261 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,550 is reasonable (approximately the 31<sup>st</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.