

Progressnow Colorado

Executive Director / CEO

EIN 651244918

CO · NTEE B29

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Sara Loflin, Executive Director / CEO** (\$1,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Sara Loflin — 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 (B29).

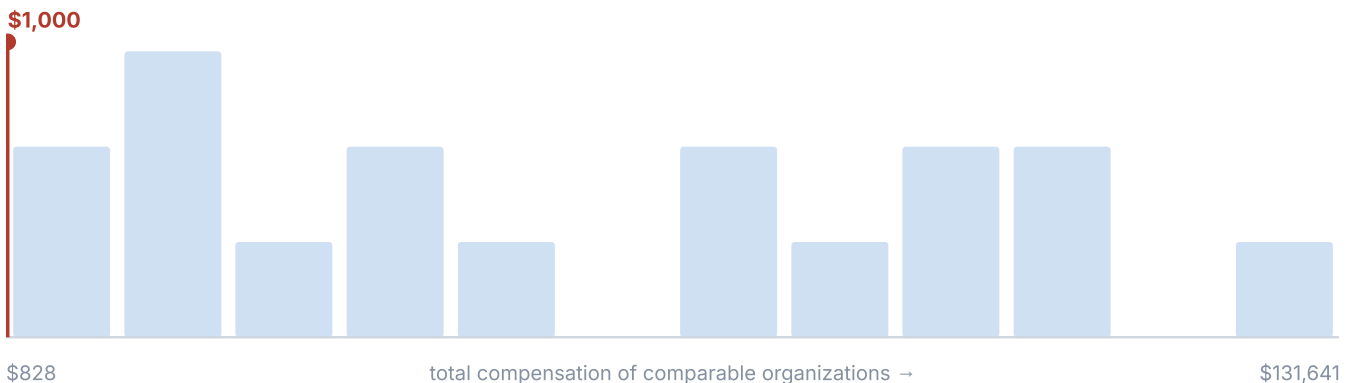
BUDGET Total revenue between \$202,289 and \$452,887 — 0.67x to 1.50x the subject's \$301,925 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B29), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,772	\$20,435	\$52,160	\$94,238	\$106,813	\$1,000
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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
One Dearborn Inc	IN	\$291,294	Executive Di	\$88,339	\$97,154	2024
Fore Life Inc	FL	\$271,296	Director	\$18,000	\$17,635	2024
City On A Hill Foundation Inc	MA	\$332,706	Clerk	\$23,761	\$22,926	2023
St Louis Voices Academy Of Media Arts	MO	\$255,669	Executive Director	\$65,550	\$74,543	2023
Kalmiopsis Community Arts High School	OR	\$348,553	Secretary & Staff Representat	\$15,417	\$14,931	2024
Elevated Charter School	UT	\$240,325	Executive Director	\$88,290	\$94,238	2024
Franklin Schools Foundation	UT	\$370,141	Director	\$34,083	\$36,379	2024
Catskill Wheelhouse	NY	\$371,970	Secretary/staff Representa	\$35,799	\$33,736	2024
Imagine Akron Academy	OH	\$380,475	Treasurer	\$18,500	\$20,435	2024
Heritage Preparatory School	TX	\$219,769	Vice President	\$1,950	\$2,034	2024
Carolina Achieve Inc	NC	\$213,576	Head Of School	\$103,000	\$108,129	2025
Do & Be Arts Academy Of Excellence	NV	\$391,413	Executive Di	\$104,020	\$105,936	2025
Robert Frost Charter School	NH	\$394,924	Head Of Scho	\$72,084	\$71,464	2023
Book Drive For Kids	TX	\$204,436	Executive Director	\$50,000	\$52,160	2024
Hinckley Preparatory Academy	OH	\$409,647	Board Member	\$750	\$828	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nextgen Global Leadership Academies	TX	\$409,688	Superintendent	\$75,000	\$80,551	2023
The Bryan Allen Stevenson School Of	DE	\$432,712	Executive Dir.	\$128,915	\$131,641	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.

Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$828–\$131,641; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$301,925); for reference, expenses \$320,598 and assets \$5,447.
ROLE MATCH	Sara Loflin, reported title " <i>Executive Director</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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	6 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 (Sara Loflin) 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 13, 2026, comparing compensation against 17 similarly situated organizations (Same NTEE sector (B29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,000 is reasonable (approximately the 6th 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 13, 2026.