

Colorado Ceasefire Outreach Inc

Executive Director / CEO

EIN 810781088

CO · NTEE M40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Adam Shore, Executive Director / CEO** (\$38,102) against **every comparable organization** that fit the selection criteria — **174** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Adam Shore — 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 (M40).

BUDGET Total revenue between \$89,280 and \$199,881 — 0.67x to 1.50x the subject's \$133,254 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

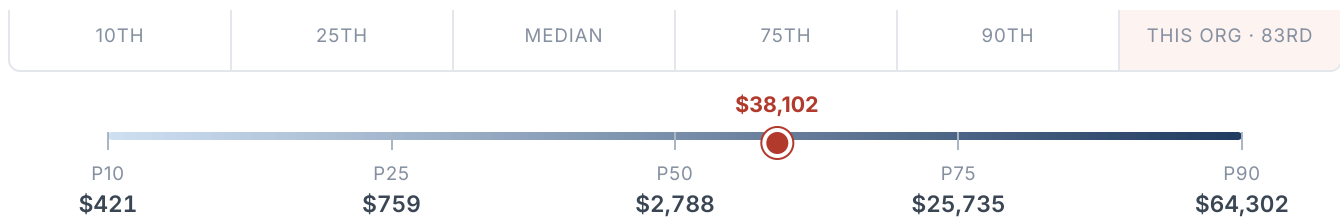
174 organizations qualified on sector, size, and geography

→ **174** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$421	\$759	\$2,788	\$25,735	\$64,302	\$38,102
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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
Pender United Inc	NC	\$133,204	Executive Director	\$24,000	\$26,922	2022
Toms River Volunteer Fire Company #1	NJ	\$133,149	Treasurer	\$600	\$559	2023
Brownstown Volunteer Fire Company	PA	\$133,120	Director	\$2,329	\$2,422	2023
Kasota Fire Department Relief Assn	MN	\$133,090	President	\$1,400	\$1,401	2024
Elkland Borough Volunteer Fire Department Inc	PA	\$134,481	Chief - Firehall; Secretary - Relief	\$25	\$25	2024
Alburtis Fire Company No 1	PA	\$131,745	Financial Secretary	\$3,415	\$3,450	2024
Acts Allowing Christ To Shine Inc	IN	\$135,174	President	\$61,180	\$67,285	2023
Brooklyn Hose Company No 3	PA	\$135,242	Secretary	\$28,802	\$29,954	2023
Bethany Volunteer Fire Company Incorporated	NY	\$135,338	Treasurer	\$1,200	\$1,099	2024
Amo Membership Assistance Program Trust	FL	\$136,225	Trustee	\$80,688	\$76,783	2024
Summit Township Volunteer Fire	PA	\$136,277	Financial Sec/treasurer	\$8,622	\$8,710	2024
Warrior River Fire & Rescue Service	AL	\$130,160	Fire Chief	\$11,341	\$12,411	2024
Chicagoland Streets Project	IL	\$136,427	President	\$58,659	\$60,142	2023
Solar Responders Inc	NY	\$128,727	Founder/ceo	\$100,000	\$94,238	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hundred Club Of Genesee Shiawassee	MI	\$137,895	Executive Di	\$15,000	\$15,684	2024
Thirsty Lands Inc	PA	\$128,413	Executive Dir.	\$1,600	\$1,616	2024
Kern Fire Safe Council	CA	\$128,350	Vice Chair	\$27,633	\$24,170	2024
Crafton Volunteer Fire Department	PA	\$128,091	Chief	\$1,500	\$1,515	2024
St Paul Blvd Fire Association Inc	NY	\$138,653	President	\$500	\$471	2023
Auburn Fire Company Ambulance Service	PA	\$139,575	President	\$13,000	\$13,520	2023
Hunter Ambulance Service	ND	\$140,127	Director	\$4,872	\$5,416	2024
Burlington Volunteer Fire Department Inc	CT	\$125,796	Treasurer	\$1,000	\$978	2023
New Stanton Volunteer Fire	PA	\$125,745	President	\$560	\$582	2023
Colorado Healing Fund	CO	\$125,211	Executive Director	\$120,752	\$117,288	2024
North Granville Hose Co Inc	NY	\$125,087	Treasurer	\$6,000	\$5,654	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 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.

● Sample, role match & sensitivity

PEER COUNT 174 organizations. Compensation range \$2–\$249,371; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$133,254); for reference, expenses \$134,270 and assets \$178,289.

ROLE MATCH	Adam Shore, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	83 rd
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	80 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 (Adam Shore) 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 174 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,102 is reasonable (approximately the 83rd 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.