

Routt County Crisis Support

Executive Director / CEO

EIN 811754979

CO · NTEE M12

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Molly Lotz, Executive Director / CEO** (\$46,100) against **every comparable organization** that fit the selection criteria — **322** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

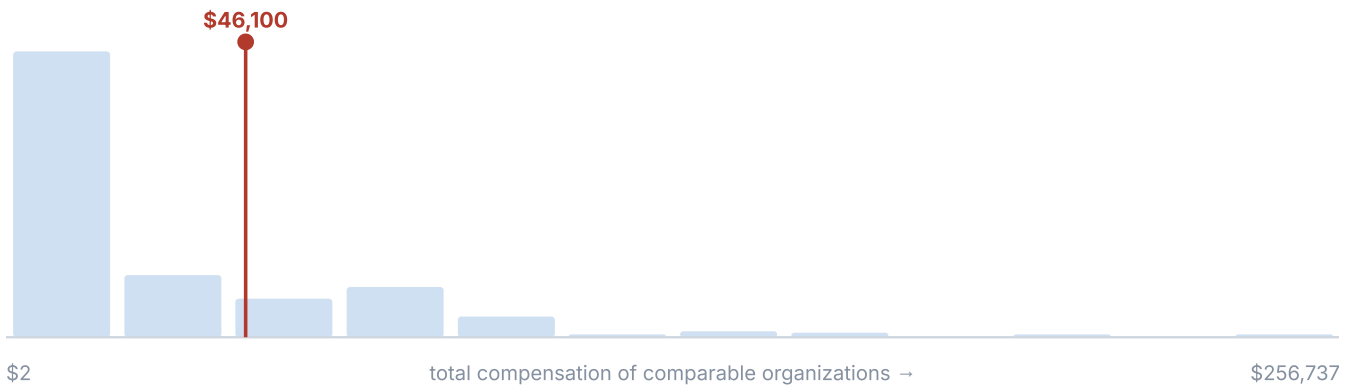
Benchmarked executive: Molly Lotz — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M12).
BUDGET	Total revenue between \$169,272 and \$378,967 — 0.67x to 1.50x the subject's \$252,645 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

322 organizations qualified on sector, size, and geography → **322** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$576	\$1,598	\$9,564	\$47,619	\$80,373	\$46,100
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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
Lake County Professional Firefighters Inc	FL	\$252,612	President	\$18,346	\$18,505	2023
Penn Hills Volunteer Firemens	PA	\$252,258	Secretary	\$300	\$321	2023
Training For Life Inc	NY	\$252,002	Director	\$25,288	\$23,831	2024
The West Central Montana Avalanche	MT	\$253,739	Executive Dir.	\$71,680	\$82,960	2023
Sass Go	SC	\$251,510	President	\$79,897	\$86,927	2024
Us Hart Cares A Nj Nonprofit Corporation	NJ	\$250,220	Ceo	\$35,500	\$33,055	2024
Liberty Fire Company	PA	\$255,298	Financial Secretary	\$874	\$909	2024
Arizona Motorcycle Safety And Awareness Foundation	AZ	\$249,733	Executive Director	\$43,000	\$44,401	2023
Wantagh Fire Department	NY	\$249,513	Recording Secretary	\$6,500	\$6,125	2024
911 Environmental Action Inc	NY	\$249,408	President	\$73,000	\$70,825	2023
Bac Disaster Relief Fund Inc	DC	\$248,957	President	\$163,181	\$153,748	2023
Compound Of Compassion	CO	\$256,405	President	\$15,050	\$15,495	2023
Community Alliance For Teen Safety	NH	\$256,591	Executive Director	\$38,152	\$36,739	2024
Gerry Volunteer Fire Department Inc	NY	\$257,078	President	\$200	\$194	2023
Huntingdon Valley Fire Company	PA	\$248,052	Treasurer	\$6,126	\$6,559	2023
Newburg Fire Association	PA	\$257,271	Steward	\$16,489	\$17,655	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wayne Township Volunteer Fire Dept Of Hamilton Co Inc	IN	\$247,778	Deputy Chief	\$46,262	\$52,380	2023
Hackensack Area Fire & Rescue Dept	MN	\$257,542	Pres/fire Ch	\$6,690	\$7,098	2023
Sheldon Fire Department Inc	VT	\$247,024	Chief	\$4,020	\$4,220	2024
Quinwood Community Vol Fire Dept Inc	WV	\$258,300	Treasurer	\$600	\$678	2024
Foley Firefighter's Relief Association	MN	\$246,838	Treasurer	\$590	\$608	2024
Windsor Fire Company Inc	NY	\$258,763	President/captain	\$1,000	\$942	2024
Tonto Recreation Alliance Inc	AZ	\$246,291	President Executive Director	\$40,468	\$40,588	2024
Redondo Beach Police Foundation	CA	\$259,261	Executive Dir.	\$42,000	\$37,822	2024
Bachelors Hall Volunteer Fire	VA	\$259,408	Treasurer	\$1,200	\$1,208	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	322 organizations. Compensation range \$2–\$256,737; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$252,645); for reference, expenses \$205,224 and assets \$337,642.
ROLE MATCH	Molly Lotz, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	74 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	72 nd

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 (Molly Lotz) 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 10, 2026, comparing compensation against 322 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,100 is reasonable (approximately the 74th 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 10, 2026.