

# Age Wise Colorado Inc

Executive Director / CEO

EIN 822579685

CO · NTEE P81

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Barbara Boyer, Executive Director / CEO** (\$10,250) against **every comparable organization** that fit the selection criteria — **303** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Barbara Boyer — 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 (P81).
BUDGET	Total revenue between \$37,308 and \$83,526 — 0.67x to 1.50x the subject's \$55,684 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**303** organizations qualified on sector, size, and geography → **303** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,296	\$12,366	\$24,252	\$42,912	\$67,502	<b>\$10,250</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="#">Association For The Development Of Human Potential Inc</a>	WA	\$55,558	Treasurer	\$12,000	<b>\$10,883</b>	2024
<a href="#">Senior Health Foundation</a>	NE	\$55,915	President Ceo	\$19,321	<b>\$21,672</b>	2023
<a href="#">Rising Above Bakery Inc</a>	NJ	\$55,927	President	\$67,750	<b>\$61,274</b>	2024
<a href="#">Aviation Family Fund Inc</a>	NC	\$55,967	Treasurer	\$10,000	<b>\$10,776</b>	2023
<a href="#">Highlawn Community Alliance Inc</a>	WV	\$56,000	Former Executive Director 7/23-3/24	\$38,667	<b>\$42,410</b>	2024
<a href="#">New Each Morning</a>	OR	\$56,206	Executive Di	\$8,800	<b>\$8,279</b>	2024
<a href="#">Lifespan Of Greater Rochester</a>	NY	\$56,291	President/ceo	\$56,826	<b>\$52,016</b>	2024
<a href="#">Loaves &amp; Fishes Warming Center</a>	NY	\$56,416	Vice President / Director Of Operations	\$30,417	<b>\$28,664</b>	2023
<a href="#">Help The Homeless Inc</a>	NE	\$54,573	President/ceo	\$45,022	<b>\$49,051</b>	2024
<a href="#">Ex-muslims Of North America</a>	VA	\$57,311	President/secretary	\$484	<b>\$473</b>	2024
<a href="#">Kelly Apartments Inc</a>	MN	\$53,979	Chief Executive Officer	\$8,191	<b>\$8,441</b>	2023
<a href="#">Help By Phone Ltd</a>	MD	\$57,470	Treasurer	\$10,800	<b>\$10,530</b>	2023
<a href="#">Passavant Memorial Homes I Inc</a>	PA	\$57,554	Ceo & President	\$36,502	<b>\$36,873</b>	2024
<a href="#">Htedc Arts And Education Association</a>	AZ	\$57,667	Chief Executive Officer	\$400	<b>\$401</b>	2023
<a href="#">Garrison House</a>	CA	\$57,717	Executive Director	\$14,220	<b>\$12,806</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Real Love Company Inc</a>	GA	\$53,599	Key Employee	\$30,500	<b>\$31,065</b>	2024
<a href="#">Conversations To Remember</a>	NJ	\$53,528	Executive Director	\$60,000	<b>\$54,265</b>	2024
<a href="#">Hospice Of The Highland Rim</a>	TN	\$57,876	Secretary/tr	\$16,468	<b>\$18,052</b>	2023
<a href="#">The Abbey Inc</a>	CO	\$57,930	Secr/exec Dir	\$25,200	<b>\$23,846</b>	2025
<a href="#">Bay Cove Orchardfield Residence Inc</a>	MA	\$53,403	President/ceo	\$14,439	<b>\$13,532</b>	2023
<a href="#">The Carolinas Foundation For Hospice And</a>	NC	\$58,047	Executive Director	\$27,901	<b>\$30,065</b>	2023
<a href="#">The Home Place</a>	ND	\$53,187	Ceo	\$23,150	<b>\$26,494</b>	2023
<a href="#">Life Enrichment Trust Of New Jersey Inc</a>	PA	\$53,075	Ceo & President	\$36,502	<b>\$36,873</b>	2024
<a href="#">Connecticut Counseling Centers Fund Inc</a>	CT	\$52,807	Executive Director And Pre	\$57,005	<b>\$54,142</b>	2024
<a href="#">Nami Acs Aka Nami Alameda County South</a>	CA	\$52,731	Executive Director	\$64,480	<b>\$56,400</b>	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 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 **303** organizations. Compensation range \$2–\$276,157; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$55,684); for reference, expenses \$49,323 and assets \$14,945.

ROLE MATCH	Barbara Boyer, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	102 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	15 <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 (Barbara Boyer) 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 303 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,250 is reasonable (approximately the 21<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.