

Hawkquest

Executive Director / CEO

EIN 841200529
 CO · NTEE B99Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Joaquin Quitugua, Executive Director / CEO** (\$110,475) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

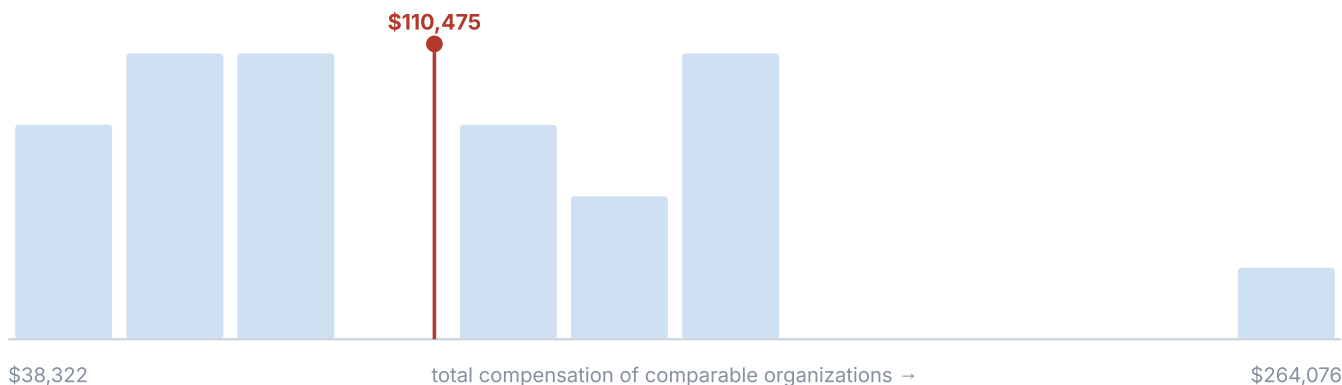
Benchmarked executive: Joaquin Quitugua — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99Z).
BUDGET	Total revenue between \$311,790 and \$698,038 — 0.67x to 1.50x the subject's \$465,359 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99) + CO + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$54,248	\$72,141	\$94,692	\$135,250	\$162,335	\$110,475
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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
Action Mile High Foundation	CO	\$489,906	Coo	\$118,454	\$121,953	2023
Colorado Agricultural Leadership	CO	\$435,088	Ceo	\$48,000	\$48,000	2024
Creative Strategies For Change	CO	\$425,184	Executive Dir.	\$82,181	\$84,608	2023
Masa Seed Foundation	CO	\$520,081	Executive Dir.	\$38,322	\$38,322	2024
Colorado High School Coaches Association Inc	CO	\$400,414	Executive Director	\$72,141	\$72,141	2024
Vail Symposium	CO	\$534,306	Executive Dir.	\$135,250	\$135,250	2024
District Twelve Educators' Association	CO	\$386,999	President	\$134,965	\$134,965	2024
Psychedelic Research And Training Institute	CO	\$559,658	President	\$116,920	\$116,920	2024
Teaching Peace Inc	CO	\$560,596	Executive Di	\$117,751	\$117,751	2024
The Hive Dgo	CO	\$366,407	Executive Dir.	\$54,248	\$54,248	2024
Heartlight Center Inc	CO	\$359,354	Executive Dir.	\$91,975	\$94,692	2023
Denver Biennial Of The Americas	CO	\$344,954	Executive Di	\$167,959	\$167,959	2024
Academy For International School Heads	CO	\$341,123	Ceo	\$158,055	\$158,055	2024
Azmera	CO	\$595,488	Director	\$69,400	\$69,400	2024
Pop Culture Classroom	CO	\$626,692	Executive Director	\$87,132	\$89,706	2023
Ben Colorado Inc	CO	\$643,229	Ceo/director	\$162,335	\$162,335	2024
Ecoaction Partners	CO	\$644,564	Executive Director	\$76,783	\$76,783	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Access Mode	CO	\$645,518	Executive Director	\$59,600	\$61,360	2023
Grand Beginnings	CO	\$658,232	Executive Director	\$73,916	\$73,916	2024
Montessori Casa International	CO	\$658,517	Executive Di	\$256,500	\$264,076	2023
The Masonry Society	CO	\$664,211	Executive Direc	\$155,429	\$155,429	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	21 organizations. Compensation range \$38,322–\$264,076; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$465,359); for reference, expenses \$319,185 and assets \$1,165,729.
ROLE MATCH	Joaquin Quitugua, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	52nd
Total compensation (D + F), as reported (no adjustments)	52nd

Reportable pay only (column D), adjusted

52nd

All sources (D + E + F), adjusted

52nd

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 (Joaquin Quitugua) 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 21 similarly situated organizations (Same NTEE sector (B99) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,475 is reasonable (approximately the 52nd 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.