

Colorado Association Of Charter School Authorizers

Executive Director / CEO

EIN 842254578
 CO · NTEE E03
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Mackenzie Khan, Executive Director / CEO** (\$147,793) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

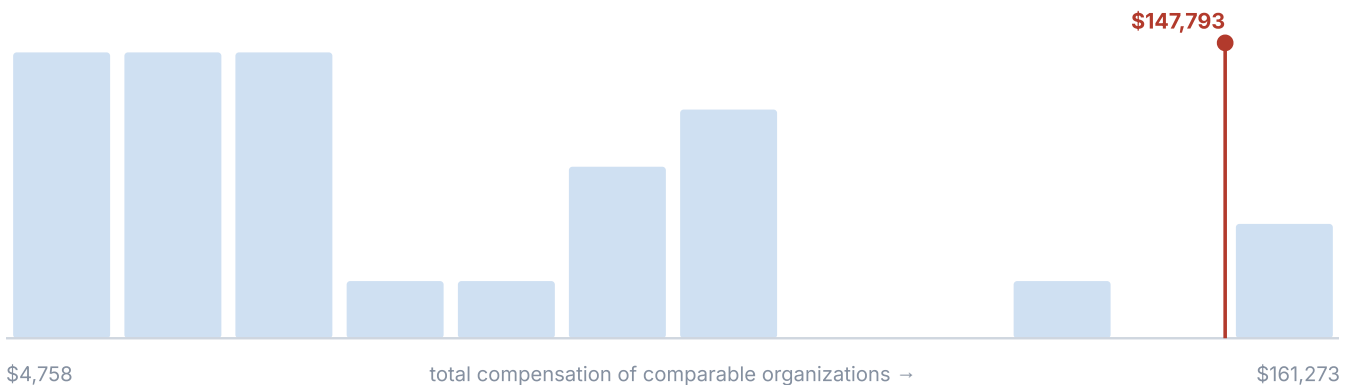
Benchmarked executive: Mackenzie Khan — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E03).
BUDGET	Total revenue between \$148,604 and \$332,697 — 0.67x to 1.50x the subject's \$221,798 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E03), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,017 10TH	\$23,194 25TH	\$36,686 MEDIAN	\$81,407 75TH	\$105,758 90TH	\$147,793 THIS ORG · 93RD
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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
West Virginia Chapter Of American	WV	\$221,421	Exec Director	\$70,505	\$79,613	2023
World Association For Sexual Health	MN	\$223,171	Executive Directress	\$36,653	\$36,686	2024
Northeastern Gnathological Society	NJ	\$223,415	Exec. Director	\$12,000	\$11,174	2023
American Board Of Facial Cosmetic	IL	\$218,169	Exec Director	\$49,940	\$49,733	2024
Association For The Advancement Of	VT	\$217,327	Exec. Dir./pres	\$30,000	\$30,587	2024
Disart	MI	\$214,758	Co-exec-dire	\$68,913	\$72,052	2024
Women Chiropractors	MI	\$229,575	Executive Di	\$57,369	\$61,754	2023
Lone Star Assoc Charitable Clinics	TX	\$235,001	Ceo	\$90,000	\$93,889	2023
Rapid Science Inc	NY	\$236,153	Board Direct	\$25,000	\$22,884	2024
Our Mental Health Collective	MI	\$204,629	Executive Director	\$83,800	\$87,617	2024
Free Clinic Association Of Pennsylvania	PA	\$241,059	Executive Director	\$159,650	\$161,273	2024
California Pharmacists Association	CA	\$201,201	Executive Director	\$176,955	\$159,354	2023
Moral Injury Of Health Care Inc	PA	\$244,288	President	\$80,000	\$83,200	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Gout Hyperuricemia And Crystal-assoc	WA	\$249,999	Steering Committee Member	\$15,709	\$14,246	2024
Foundation For Optimal Health Inc	NJ	\$250,000	Treasurer	\$40,000	\$36,176	2024
Delray Medical Center Medical Staff Corp	FL	\$192,926	President	\$17,500	\$16,653	2024
Northwest Wi Area Health Education	WI	\$258,931	Executive Director	\$85,486	\$90,436	2024
Mercy Hospital Medical Staff Charity Inc	FL	\$259,365	President	\$18,600	\$18,223	2023
Medical Staff Of St Mary Medical Center	CA	\$182,595	Chief Of Staff	\$44,000	\$38,487	2024
American Board Of Dental Examiners Inc	AL	\$174,337	Executive Director	\$65,000	\$71,132	2024
Diversity Perspective Inc	FL	\$173,090	Co Founder	\$5,000	\$4,758	2024
United States Lactation Consultant	DC	\$277,539	Executive Di	\$26,442	\$23,504	2024
Hardin Medical & Dental Staff Inc	KY	\$299,947	Chief Direct	\$25,000	\$31,495	2021
Hca Florida Kendall Medical Staff Inc	FL	\$303,200	President	\$30,000	\$28,548	2024
Somali Medical Association Of America	MN	\$311,236	Executive Director	\$32,436	\$32,466	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.

● Sample, role match & sensitivity

PEER COUNT	27 organizations. Compensation range \$4,758–\$161,273; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$221,798); for reference, expenses \$195,870 and assets \$32,895.
ROLE MATCH	Mackenzie Khan, 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	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	89 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 (Mackenzie Khan) 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 27 similarly situated organizations (Same NTEE sector (E03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$147,793 is reasonable (approximately the 93rd 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.