

League Of Women Voters Of Massachusetts

Executive Director / CEO

EIN 041590626
 MA · NTEE R40Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Patricia Comfort, Executive Director / CEO** (\$91,584) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

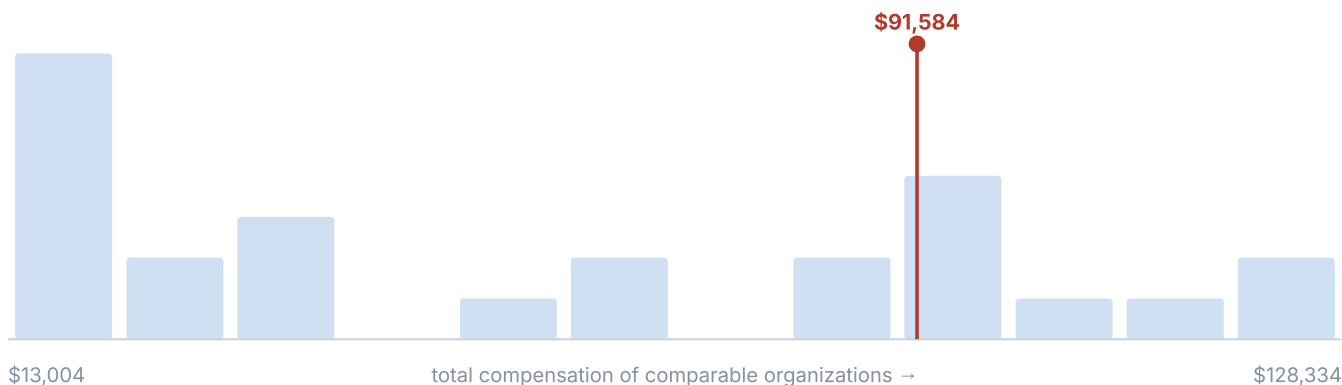
Benchmarked executive: Patricia Comfort — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

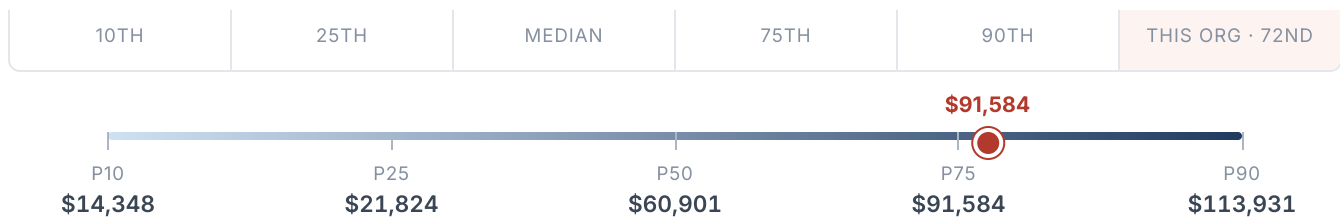
SECTOR	Organizations sharing the subject's NTEE classification (R40Z).
BUDGET	Total revenue between \$148,892 and \$333,340 — 0.67x to 1.50x the subject's \$222,227 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R40), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,348	\$21,824	\$60,901	\$91,584	\$113,931	\$91,584
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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 MA 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
One Nation Under God	OH	\$213,748	Assistant Treas	\$16,875	\$19,890	2023
Stand Up Indiana Inc	IN	\$213,136	Eecutive Dir	\$11,538	\$13,540	2023
Stand Up Alaska	AK	\$206,914	Executive Dir.	\$38,500	\$39,785	2024
League Of Women Voters Lotte E	MA	\$238,887	Executive Director	\$91,584	\$91,584	2023
Alliance For A Better Utah Inc	UT	\$205,168	Executive Director	\$55,050	\$60,901	2024
Deeds Action Fund	TX	\$203,855	Temp Executive Director	\$24,063	\$26,018	2024
Ruralorganizingorg	OH	\$243,351	Executive Director	\$52,500	\$61,879	2023
Keystone Progress Education Fund	PA	\$253,066	Executive Di	\$81,923	\$90,914	2023
The Washington Bus	WA	\$253,250	Executive Director	\$108,760	\$108,359	2023
Kansas Civic Engagement Table	KS	\$186,631	Executive Director	\$71,000	\$85,358	2023
Progress Texas Institute	TX	\$259,130	Executive Director	\$110,426	\$119,396	2024
New Voters Org	PA	\$262,872	President	\$64,167	\$69,166	2024
Salt & Light Council	CA	\$269,154	President	\$24,000	\$21,824	2025
Radical Registrars	TX	\$273,339	Executive Dir.	\$87,278	\$94,368	2024
Adrc Action	AZ	\$273,917	Co-executive Director, Programs	\$109,925	\$117,645	2023
Planned Parenthood Advocates	WA	\$170,018	President/ceo	\$29,249	\$28,305	2024
Reform For Illinois	IL	\$168,187	Executive Director	\$89,000	\$97,369	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
League Of Women Voters Of The District Of Columbia	DC	\$166,185	Full Rights Trustee	\$22,000	\$20,329	2025
Massachusetts Fiscal Alliance Inc	MA	\$279,590	Interim Executive Director	\$13,388	\$13,004	2024
Massachusetts Voter Education Network Inc	MA	\$280,447	Executive Director	\$132,125	\$128,334	2024
My Vote Matters	GA	\$157,838	Founder	\$12,450	\$13,931	2023
New North Carolina Project Action First	NC	\$288,251	Chief Executive Officer	\$13,408	\$14,974	2024
Good Deed Corps	CA	\$298,904	President	\$36,250	\$33,834	2024
Polichic Engagement Fund	TX	\$305,121	Founder	\$36,714	\$40,869	2023
Alliance For A Better Iowa	IA	\$327,518	Executive Director	\$69,486	\$82,237	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	25 organizations. Compensation range \$13,004–\$128,334; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$222,227); for reference, expenses \$227,623 and assets \$239,347.
ROLE MATCH	Patricia Comfort, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers 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	72 nd
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	60 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 (Patricia Comfort) 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 25 similarly situated organizations (Same NTEE sector (R40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,584 is reasonable (approximately the 72nd 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.