

The Washington Bus

Executive Director / CEO

EIN 260832933

WA · NTEE R40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cinthia Illan-vazquez, Executive Director / CEO** (\$108,760) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

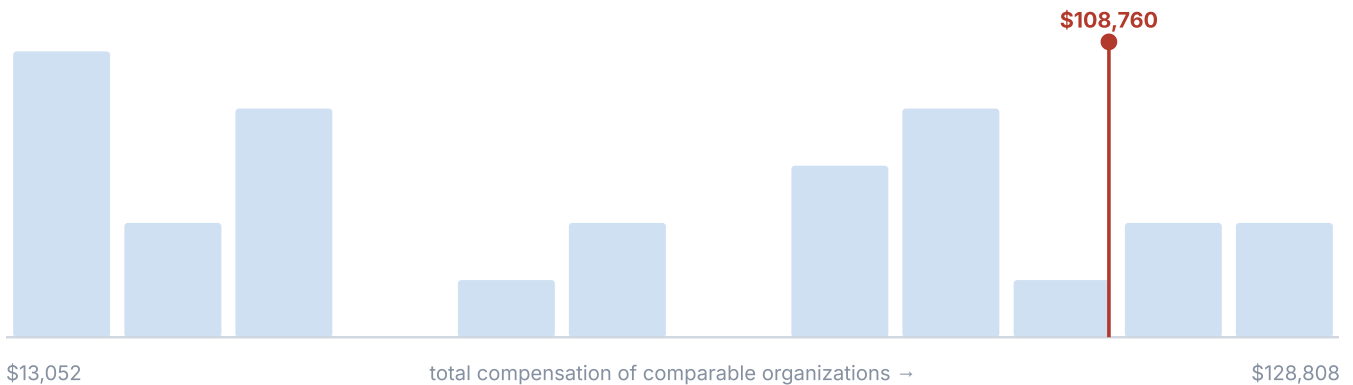
Benchmarked executive: Cinthia Illan-vazquez — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R40).
BUDGET	Total revenue between \$169,677 and \$379,875 — 0.67x to 1.50x the subject's \$253,250 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R40), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,497	\$29,797	\$65,765	\$91,923	\$117,804	\$108,760
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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 WA 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
Keystone Progress Education Fund	PA	\$253,066	Executive Di	\$81,923	\$91,250	2023
Progress Texas Institute	TX	\$259,130	Executive Director	\$110,426	\$119,838	2024
New Voters Org	PA	\$262,872	President	\$64,167	\$69,422	2024
Ruralorganizingorg	OH	\$243,351	Executive Director	\$52,500	\$62,108	2023
League Of Women Voters Lotte E	MA	\$238,887	Executive Director	\$91,584	\$91,923	2023
Salt & Light Council	CA	\$269,154	President	\$24,000	\$21,904	2025
Radical Registrars	TX	\$273,339	Executive Dir.	\$87,278	\$94,717	2024
Adrc Action	AZ	\$273,917	Co-executive Director, Programs	\$109,925	\$118,080	2023
Massachusetts Fiscal Alliance Inc	MA	\$279,590	Interim Executive Director	\$13,388	\$13,052	2024
Massachusetts Voter Education Network Inc	MA	\$280,447	Executive Director	\$132,125	\$128,808	2024
League Of Women Voters Of Massachusetts	MA	\$222,227	Executive Director	\$91,584	\$91,923	2023
New North Carolina Project Action First	NC	\$288,251	Chief Executive Officer	\$13,408	\$15,030	2024
One Nation Under God	OH	\$213,748	Assistant Treas	\$16,875	\$19,963	2023
Stand Up Indiana Inc	IN	\$213,136	Eecutive Dir	\$11,538	\$13,590	2023
Good Deed Corps	CA	\$298,904	President	\$36,250	\$33,959	2024
Stand Up Alaska	AK	\$206,914	Executive Dir.	\$38,500	\$39,932	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance For A Better Utah Inc	UT	\$205,168	Executive Director	\$55,050	\$61,126	2024
Deeds Action Fund	TX	\$203,855	Temp Executive Director	\$24,063	\$26,114	2024
Polichic Engagement Fund	TX	\$305,121	Founder	\$36,714	\$41,020	2023
Kansas Civic Engagement Table	KS	\$186,631	Executive Director	\$71,000	\$85,673	2023
Alliance For A Better Iowa	IA	\$327,518	Executive Director	\$69,486	\$82,541	2024
The Ring Of Democracy Incorporated	CA	\$334,565	President	\$37,025	\$35,710	2023
League Of Women Voters Of Colorado	CO	\$335,166	Executive Director	\$83,573	\$86,939	2024
Planned Parenthood Advocates	WA	\$170,018	President/ceo	\$29,249	\$28,410	2024
Coalition Porfor Texas	TX	\$351,902	Executive Director	\$100,000	\$108,523	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	26 organizations. Compensation range \$13,052–\$128,808; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$253,250); for reference, expenses \$235,879 and assets \$217,827.
ROLE MATCH	Cynthia Illan-vazquez, reported title "Executive Director", 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	85 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	73 rd

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 (Cinthia Illan-vazquez) 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 26 similarly situated organizations (Same NTEE sector (R40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108,760 is reasonable (approximately the 85th 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.