

# Fairvote Minnesota Foundation

Executive Director / CEO

EIN 411924245  
 MN · NTEE W24  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jeanne Massey, Executive Director / CEO** (\$101,632) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

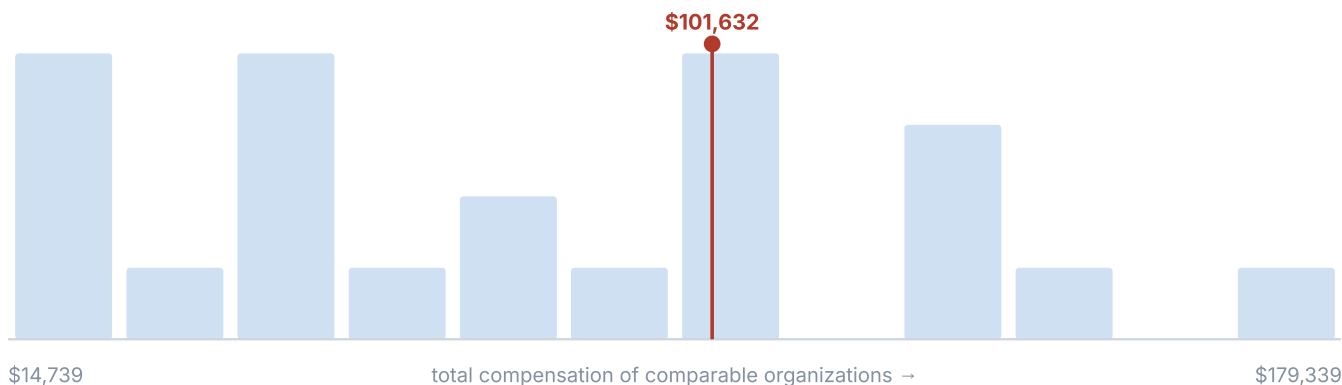
**Benchmarked executive:** Jeanne Massey — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (W24).
- BUDGET** Total revenue between \$266,222 and \$596,020 — 0.67x to 1.50x the subject's \$397,347 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (W24), nationwide + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,874	\$45,445	\$72,750	\$109,677	\$132,391	<b>\$101,632</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 MN 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="#">True Texas Education Corporation</a>	TX	\$393,945	Director	\$100,000	<b>\$101,235</b>	2024
<a href="#">Caesar Rodney Institute</a>	DE	\$375,428	Executive Director	\$52,000	<b>\$53,051</b>	2023
<a href="#">Better Wyoming</a>	WY	\$373,140	Executive Di	\$67,494	<b>\$75,304</b>	2023
<a href="#">Minnesota Voters Alliance</a>	MN	\$367,012	Executive Director	\$108,805	<b>\$108,805</b>	2024
<a href="#">The Rendell Center For Civics And</a>	PA	\$356,748	Executive Director	\$105,278	<b>\$109,389</b>	2023
<a href="#">Mormon Women For Ethical Government Foun</a>	UT	\$463,124	Executive Dir.	\$50,906	<b>\$54,286</b>	2023
<a href="#">Bikewalk North Carolina</a>	NC	\$329,878	Executive Di	\$65,250	<b>\$66,473</b>	2025
<a href="#">Good Knights Inc</a>	OH	\$322,579	Executive Director	\$13,750	<b>\$14,739</b>	2024
<a href="#">The Maryland Public Policy Institute Inc</a>	MD	\$472,932	President & Ceo	\$23,000	<b>\$21,762</b>	2024
<a href="#">Espacios Abiertos Puerto Rico Inc</a>	PR	\$473,260	Excecutive Director	\$126,000	<b>\$129,722</b>	2023
<a href="#">Endowment For Middle East Truth</a>	MD	\$473,288	Executive Director	\$153,785	<b>\$149,802</b>	2023
<a href="#">Taxpayer Foundation Of Oregon</a>	OR	\$321,399	Executive Director	\$113,450	<b>\$109,773</b>	2023
<a href="#">Carbon Business Development Council</a>	NY	\$479,911	Director & Board Chair	\$139,517	<b>\$127,588</b>	2024
<a href="#">Big Sky Fifty Five Plus</a>	MT	\$489,187	Executive Director	\$62,500	<b>\$70,196</b>	2023
<a href="#">Wyoming Donor Alliance</a>	WY	\$298,228	Executive Di	\$27,920	<b>\$31,151</b>	2023
<a href="#">March To The Polls</a>	TX	\$498,297	Executive Director	\$91,666	<b>\$90,406</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wisconsin Family Action</a>	WI	\$502,418	President	\$50,979	<b>\$53,881</b>	2024
<a href="#">Committee For A Unified Independent</a>	NY	\$290,721	President & Ceo	\$145,093	<b>\$132,687</b>	2024
<a href="#">Fundacion Agenda Ciudadana Inc</a>	PR	\$287,314	Treasurer	\$22,221	<b>\$22,877</b>	2023
<a href="#">Ventura County Regional Defense Partnership</a>	CA	\$274,910	Co-chair Public Member	\$50,400	<b>\$42,909</b>	2025
<a href="#">South Asian Impact Foundation</a>	DC	\$523,620	Executive Director	\$16,934	<b>\$15,039</b>	2024
<a href="#">Illinois State Association Of</a>	IL	\$594,671	Executive Di	\$180,250	<b>\$179,339</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	22 organizations. Compensation range \$14,739–\$179,339; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$397,347); for reference, expenses \$498,798 and assets \$270,051.
ROLE MATCH	Jeanne Massey, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	64 <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 (Jeanne Massey) 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 22 similarly situated organizations (Same NTEE sector (W24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,632 is reasonable (approximately the 64<sup>th</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.