

Change Illinois

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ryan Tolley, Executive Director / CEO** (\$127,880) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

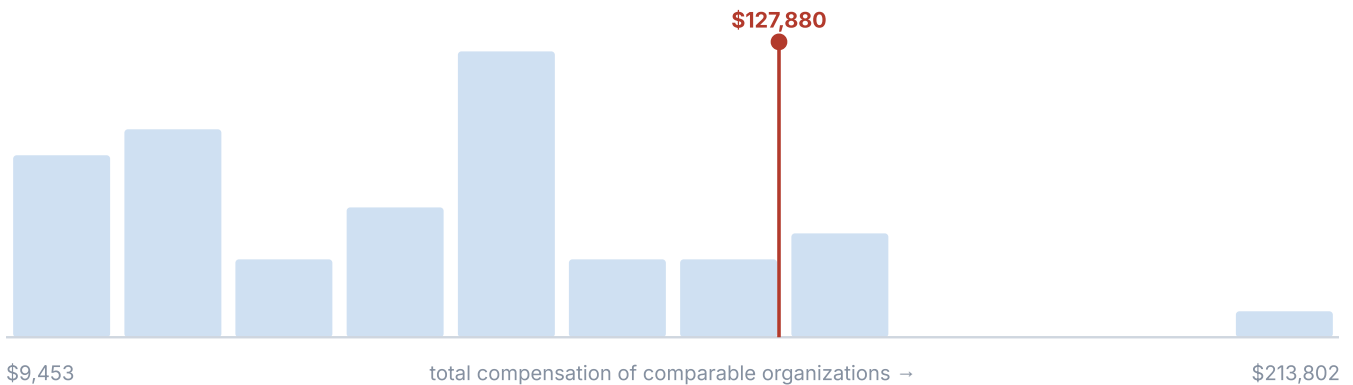
Benchmarked executive: Ryan Tolley — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R01).
BUDGET	Total revenue between \$247,612 and \$554,356 — 0.67x to 1.50x the subject's \$369,571 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R01), nationwide + budget 0.67–1.5x revenue.

45 organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,989	\$35,678	\$76,568	\$91,556	\$123,396	\$127,880
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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 IL 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
Florida Policy Project Inc	FL	\$366,341	Executive Di	\$52,500	\$53,015	2023
New York Jewish Agenda Inc	NY	\$375,561	Executive Director	\$137,680	\$129,896	2024
Diaspora Alliance Inc	NY	\$363,412	President	\$15,000	\$14,152	2024
Girl Plus Environment Corporation	GA	\$362,679	Executive Director	\$83,076	\$84,966	2025
Abortion Survivors Network Inc	MO	\$379,252	Ceo Non-voting Board Member	\$77,000	\$85,150	2024
Progress Mo	MO	\$380,637	Executive Di	\$55,254	\$61,103	2024
Inclusion Nextwork Inc	DC	\$387,840	Executive Director	\$92,808	\$85,033	2024
Eries Black Wall Street	PA	\$390,139	President Director	\$45,374	\$48,639	2023
Unity In Action	NE	\$345,286	Director	\$68,029	\$78,651	2023
Californians For Equal Rights Foundation	CA	\$332,550	Executive Director	\$157,688	\$142,167	2024
Colorado Democracy Alliance	CO	\$331,875	Executive Director	\$108,301	\$111,628	2023
Race Forward Action Inc	NY	\$408,044	Secretary	\$35,568	\$33,557	2024
La Fuerza Nc	NC	\$328,308	Executive Director	\$26,629	\$28,728	2024
Womens Diversity Network Inc	NY	\$411,630	Founder/board Member	\$83,987	\$81,580	2023
Progressnow New Mexico	NM	\$411,737	Executive Di	\$8,177	\$9,453	2023
Wanton Injustice Legal Detail	MN	\$323,854	Executive Director And President	\$16,415	\$16,935	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Street Democracy	MI	\$419,050	President	\$32,200	\$34,701	2024
Farm-to-consumer Legal Defense Fund	VA	\$419,440	Executive Director	\$81,314	\$84,395	2023
Based Politics Inc	GA	\$318,646	Ceo	\$75,540	\$81,645	2023
Iowa Faith And Freedom Coalition	IA	\$304,816	President	\$99,410	\$113,646	2024
Investigations Bureau	DE	\$300,171	President And Treasurer	\$42,373	\$46,427	2022
Greater Spokane Progress	WA	\$299,949	Executive Director	\$63,875	\$61,473	2023
Shock The System Foundation	CA	\$444,916	Ceo, Cfo, Secretary	\$18,600	\$16,769	2024
Greater Spokane Action	WA	\$291,825	Executive Dir.	\$25,028	\$24,087	2023
Virginia Learns	VA	\$454,700	President An	\$205,997	\$213,802	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 IL 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 45 organizations. Compensation range \$9,453–\$213,802; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$369,571); for reference, expenses \$428,516 and assets \$708,010.

ROLE MATCH Ryan Tolley, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	89 th
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	76 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 (Ryan Tolley) 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 45 similarly situated organizations (Same NTEE sector (R01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$127,880 is reasonable (approximately the 89th 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.