

The Ring Of Democracy Incorporated

Executive Director / CEO

EIN 814642489
 CA · NTEE R40
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Volma Volcy, Executive Director / CEO** (\$37,025) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

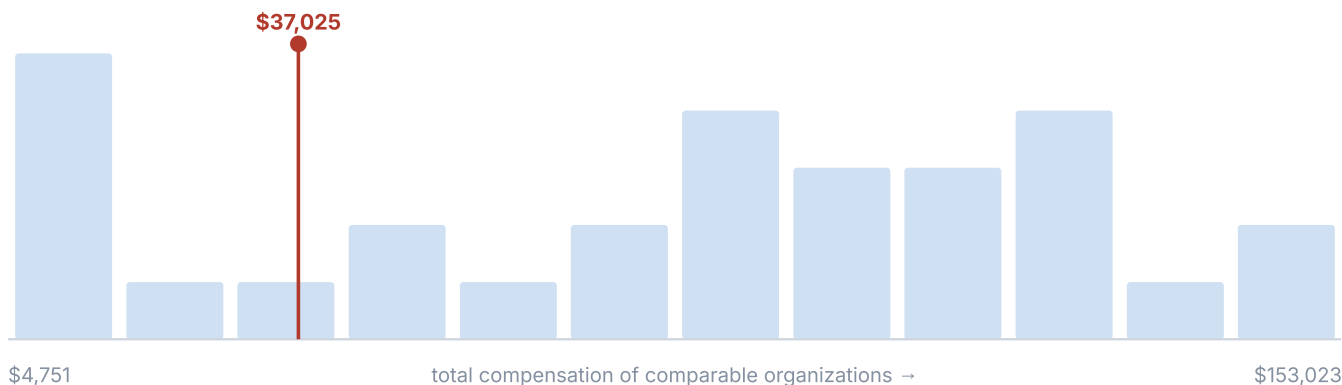
Benchmarked executive: Volma Volcy — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R40).
BUDGET	Total revenue between \$224,158 and \$501,847 — 0.67x to 1.50x the subject's \$334,565 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R40), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,485	\$42,531	\$87,696	\$112,766	\$126,112	\$37,025
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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 CA 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
League Of Women Voters Of Colorado	CO	\$335,166	Executive Director	\$83,573	\$90,141	2024
Alliance For A Better Iowa	IA	\$327,518	Executive Director	\$69,486	\$85,581	2024
Coalition Porfor Texas	TX	\$351,902	Executive Director	\$100,000	\$112,520	2024
Polichic Engagement Fund	TX	\$305,121	Founder	\$36,714	\$42,531	2023
Good Deed Corps	CA	\$298,904	President	\$36,250	\$35,210	2024
Utah Ranked Choice Voting	UT	\$373,563	Executive Dir.	\$102,810	\$121,857	2023
New North Carolina Project Action First	NC	\$288,251	Chief Executive Officer	\$13,408	\$15,583	2024
Este Poder	TX	\$380,909	Executive Dir.	\$70,929	\$79,809	2024
Massachusetts Voter Education Network Inc	MA	\$280,447	Executive Director	\$132,125	\$133,553	2024
Massachusetts Fiscal Alliance Inc	MA	\$279,590	Interim Executive Director	\$13,388	\$13,533	2024
Adrc Action	AZ	\$273,917	Co-executive Director, Programs	\$109,925	\$122,429	2023
Radical Registrars	TX	\$273,339	Executive Dir.	\$87,278	\$98,205	2024
Salt & Light Council	CA	\$269,154	President	\$24,000	\$22,711	2025
League Of Women Voters Of Pennsylvania	PA	\$402,869	Executive Director (Thru Sept. 2023)	\$4,236	\$4,751	2024
New Voters Org	PA	\$262,872	President	\$64,167	\$71,979	2024
Progress Texas Institute	TX	\$259,130	Executive Director	\$110,426	\$124,252	2024
The Washington Bus	WA	\$253,250	Executive Director	\$108,760	\$112,766	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Keystone Progress Education Fund	PA	\$253,066	Executive Di	\$81,923	\$94,611	2023
Directorio Legislativo For The Americas	FL	\$418,316	President	\$140,656	\$153,023	2023
Ruralorganizingorg	OH	\$243,351	Executive Director	\$52,500	\$64,395	2023
League Of Women Voters Lotte E	MA	\$238,887	Executive Director	\$91,584	\$95,308	2023
The Hometown Outreach Fund Inc	NY	\$430,400	Founder	\$14,485	\$14,723	2024
Florida Citizens Alliance Inc	FL	\$453,419	Executive Di	\$50,000	\$52,836	2024
League Of Women Voters Of California Education Fund	CA	\$454,774	Executive Director	\$120,468	\$117,012	2024
Young Peoples Alliance Education Fund	NC	\$456,822	Executive Director	\$60,883	\$70,762	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 29 organizations. Compensation range \$4,751–\$153,023; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$334,565); for reference, expenses \$310,307 and assets \$5,151.

ROLE MATCH Volma Volcy, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 6 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	24 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	14 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 (Volma Volcy) 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 29 similarly situated organizations (Same NTEE sector (R40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,025 is reasonable (approximately the 24th 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.