

Fair Future Movement Inc

Executive Director / CEO

EIN 830373300

WI · NTEE C99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Martha Spencer, Executive Director / CEO** (\$30,291) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

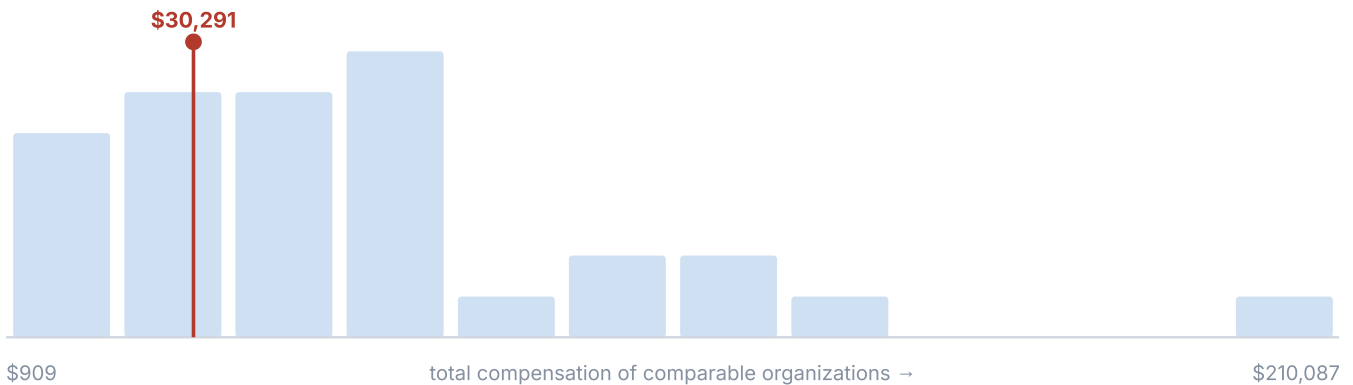
Benchmarked executive: Martha Spencer — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C99).
BUDGET	Total revenue between \$133,622 and \$299,154 — 0.67x to 1.50x the subject's \$199,436 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C99), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,358	\$32,582	\$41,761	\$69,519	\$110,179	\$30,291
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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 WI 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
Friends Of Wilmington Parks	DE	\$194,460	Executive Director	\$45,000	\$40,980	2024
Ballard Family Nature Center Inc	IL	\$204,991	Co-director	\$34,670	\$32,637	2023
American Environmental Health Studies Pr	VT	\$206,502	Director	\$75,000	\$70,209	2024
Gorge Rebuild-it Community Project	OR	\$209,834	Vice Chair executive Director	\$76,500	\$64,370	2025
The Firefly Gathering Inc	NC	\$211,169	Executive Director	\$24,805	\$24,541	2023
Assoc Of Us Delegates To The Gulf Of	ME	\$216,510	Executive Director & Counc	\$73,905	\$68,828	2024
Crawford Stewardship Project Ltd	WI	\$179,146	Treasurer	\$7,358	\$7,358	2023
Rewild Long Island Inc	NY	\$220,764	Director	\$5,536	\$4,652	2024
Friends Of The Tualatin River National Wildlife Refuge	OR	\$177,564	Executive Director	\$62,820	\$54,258	2024
Mississippi Lower Delta Partnership	MS	\$222,010	Coordinator	\$66,790	\$71,227	2023
Apis Arborea	CA	\$223,552	President	\$67,670	\$55,951	2023
Coastal Bend Air Quality Partnership	TX	\$174,000	Executive Director	\$118,429	\$110,179	2024
Cultiva International Inc	UT	\$225,527	President	\$36,000	\$35,280	2023
Mo Hives Kc	MO	\$230,471	Executive Director	\$34,900	\$34,379	2024
Cape Coral Remade Inc	FL	\$167,283	Board Secretary	\$1,041	\$909	2024
The Ike Foundation	NJ	\$235,402	Trustee	\$253,000	\$210,087	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sovereign Energy	NM	\$238,491	Executive Director	\$11,538	\$11,883	2023
Eastrail Partners	WA	\$240,542	Executive Director	\$118,483	\$101,572	2023
Natural Streams Foundation Inc	PA	\$242,875	President And Ceo	\$35,069	\$32,526	2024
Otsego County Economic Alliance Inc	MI	\$243,519	Executive Director	\$90,060	\$89,008	2023
Ecological Options Network	CA	\$244,731	President	\$22,934	\$18,418	2024
Ohio River Way	OH	\$248,751	Executive Dir.	\$38,262	\$37,690	2024
Source Of Synergy Foundation Inc	NY	\$145,796	President	\$44,996	\$37,815	2024
Cyclists Of Gitchee Gumees Shores	MN	\$141,113	Executive Director	\$52,500	\$48,247	2024
Live Green Connecticut Inc	CT	\$260,833	President	\$137,500	\$123,445	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	31 organizations. Compensation range \$909–\$210,087; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$199,436); for reference, expenses \$602,885 and assets \$84,854. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Martha Spencer, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	23 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 (Martha Spencer) 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 31 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,291 is reasonable (approximately the 23rd 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.