

Kansas Civic Engagement Table

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Troy Spain, Executive Director / CEO** (\$71,000) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

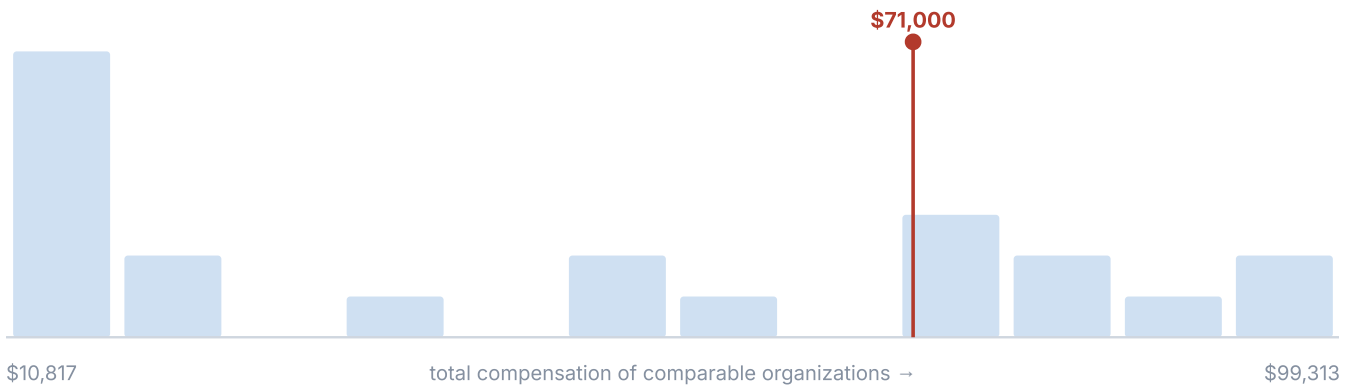
Benchmarked executive: Troy Spain — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R40).
BUDGET	Total revenue between \$125,042 and \$279,946 — 0.67x to 1.50x the subject's \$186,631 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R40), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,587	\$16,910	\$50,657	\$76,179	\$90,133	\$71,000
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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 KS 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
Planned Parenthood Advocates	WA	\$170,018	President/ceo	\$29,249	\$23,544	2024
Deeds Action Fund	TX	\$203,855	Temp Executive Director	\$24,063	\$21,642	2024
Reform For Illinois	IL	\$168,187	Executive Director	\$89,000	\$80,991	2023
Alliance For A Better Utah Inc	UT	\$205,168	Executive Director	\$55,050	\$50,657	2024
Stand Up Alaska	AK	\$206,914	Executive Dir.	\$38,500	\$33,093	2024
League Of Women Voters Of The District Of Columbia	DC	\$166,185	Full Rights Trustee	\$22,000	\$16,910	2025
Stand Up Indiana Inc	IN	\$213,136	Eecutive Dir	\$11,538	\$11,263	2023
One Nation Under God	OH	\$213,748	Assistant Treas	\$16,875	\$16,544	2023
My Vote Matters	GA	\$157,838	Founder	\$12,450	\$11,587	2023
League Of Women Voters Of Massachusetts	MA	\$222,227	Executive Director	\$91,584	\$76,179	2023
League Of Women Voters Lotte E	MA	\$238,887	Executive Director	\$91,584	\$76,179	2023
Peach Concerned Citizens Inc	GA	\$131,236	Ceo	\$15,530	\$14,454	2023
Ruralorganizingorg	OH	\$243,351	Executive Director	\$52,500	\$51,471	2023
Keystone Progress Education Fund	PA	\$253,066	Executive Di	\$81,923	\$75,621	2023
The Washington Bus	WA	\$253,250	Executive Director	\$108,760	\$90,133	2023
Progress Texas Institute	TX	\$259,130	Executive Director	\$110,426	\$99,313	2024
New Voters Org	PA	\$262,872	President	\$64,167	\$57,532	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Salt & Light Council	CA	\$269,154	President	\$24,000	\$18,153	2025
Radical Registrars	TX	\$273,339	Executive Dir.	\$87,278	\$78,494	2024
Adrc Action	AZ	\$273,917	Co-executive Director, Programs	\$109,925	\$97,856	2023
Massachusetts Fiscal Alliance Inc	MA	\$279,590	Interim Executive Director	\$13,388	\$10,817	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	21 organizations. Compensation range \$10,817–\$99,313; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$186,631); for reference, expenses \$170,276 and assets \$197,513.
ROLE MATCH	Troy Spain, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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	62nd
Total compensation (D + F), as reported (no adjustments)	62nd
Reportable pay only (column D), adjusted	67th

All sources (D + E + F), adjusted

48th

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 (Troy Spain) 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 21 similarly situated organizations (Same NTEE sector (R40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,000 is reasonable (approximately the 62nd 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.