

Rural Peoples Platform

Executive Director / CEO

EIN 844377602

WA · NTEE S32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elana Mainer, Executive Director / CEO** (\$36,207) against **every comparable organization** that fit the selection criteria — **30** 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: Elana Mainer — 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 (S32).

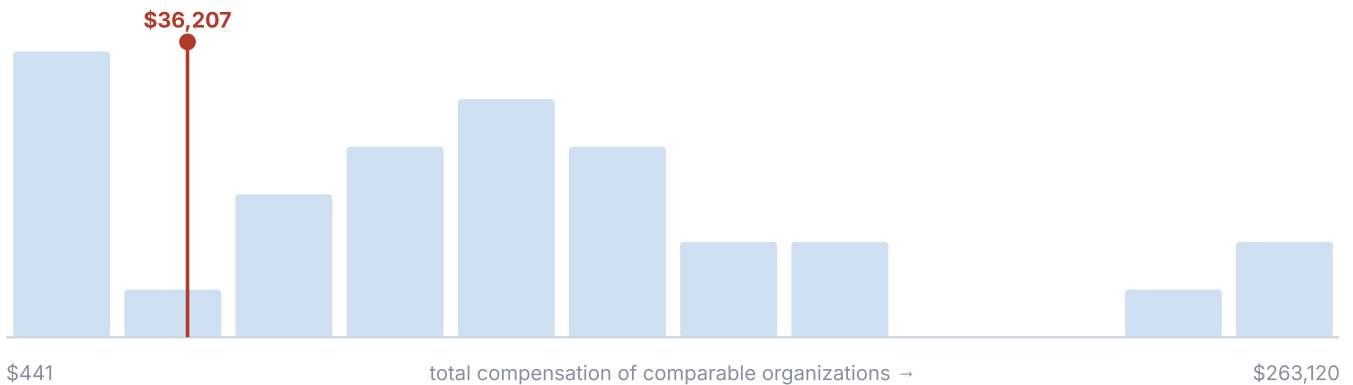
BUDGET Total revenue between \$261,936 and \$586,425 — 0.67x to 1.50x the subject's \$390,950 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S32), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography

→ **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,445	\$53,261	\$92,249	\$127,591	\$164,769	\$36,207
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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 WA 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
Northeast Texas Economic Development	TX	\$389,637	Executive Director	\$12,920	\$14,435	2024
Rural Consumer Services Corporation	NC	\$374,114	Ceo/general	\$212,866	\$245,667	2024
Texas Rural Communiites Inc	TX	\$421,076	Executive Director	\$81,617	\$91,189	2024
South-central Indiana Regional	IN	\$427,663	Executive Di	\$92,548	\$109,010	2024
Indiana Cooperative Development	IN	\$437,011	Executive Di	\$131,561	\$154,962	2024
Chehalis Tribal Loan Fund	WA	\$437,153	Executive Director	\$127,500	\$127,500	2024
laf Northwest	WA	\$344,164	Lead Organizer	\$5,205	\$5,205	2024
Community Capital Of Vermont	VT	\$438,273	Executive Di	\$113,519	\$127,621	2024
Beadle And Spink Enterprise	SD	\$340,295	Executive Di	\$67,175	\$82,806	2024
Southernmost Illinois Delta Empowerment Zone Inc	IL	\$332,466	Executive Director	\$63,591	\$69,828	2024
The Granary Foundation	NE	\$329,446	Executive Director	\$17,257	\$20,731	2024
Logan County Economic Development	CO	\$320,715	Executive Director	\$113,473	\$125,120	2023
Great Plains Development Inc	KS	\$469,125	Co-executive Director	\$84,532	\$102,002	2024
The Living River Restoration Trust	VA	\$311,836	Executive Director	\$29,231	\$31,524	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southern Mutual Help Association Inc	LA	\$471,290	President	\$180,319	\$228,324	2023
Griggs-steele Empowerment Zone Inc	ND	\$296,295	President	\$360	\$441	2024
Rei Capital Access Fund Inc	OK	\$292,647	President	\$42,667	\$52,476	2024
Valdese Economic Development Invest	NC	\$288,431	Director	\$72,711	\$86,394	2023
Lemhi County Economic Development Association Inc	ID	\$493,886	Exec Director	\$49,921	\$61,068	2023
Bisonx	ND	\$499,889	Executive Director	\$208,504	\$263,120	2023
Rural Preservation Company Of Clinton	NY	\$278,985	Executive Dir.	\$55,105	\$55,617	2024
Center For Community Transformation Inc	OK	\$277,565	Secretary-treasurer	\$4,257	\$5,236	2024
Door County Economic Development	WI	\$505,269	Secretary And Executive Director	\$116,902	\$136,365	2024
North Dakota Farmers Union Foundation	ND	\$507,249	President	\$9,900	\$12,135	2024
Yadkin County Economic Development	NC	\$273,413	President	\$101,010	\$116,575	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	30 organizations. Compensation range \$441–\$263,120; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$390,950); for reference, expenses \$280,248 and assets \$433,853.
ROLE MATCH	Elana Mainer, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers 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	30 th
All sources (D + E + F), adjusted	13 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 (Elana Mainer) 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 30 similarly situated organizations (Same NTEE sector (S32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,207 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.