

March To The Polls

Executive Director / CEO

EIN 863898144

TX · NTEE W24

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Camila Bourdeau, Executive Director / CEO** (\$91,666) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

Benchmarked executive: Camila Bourdeau — 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 (W24).

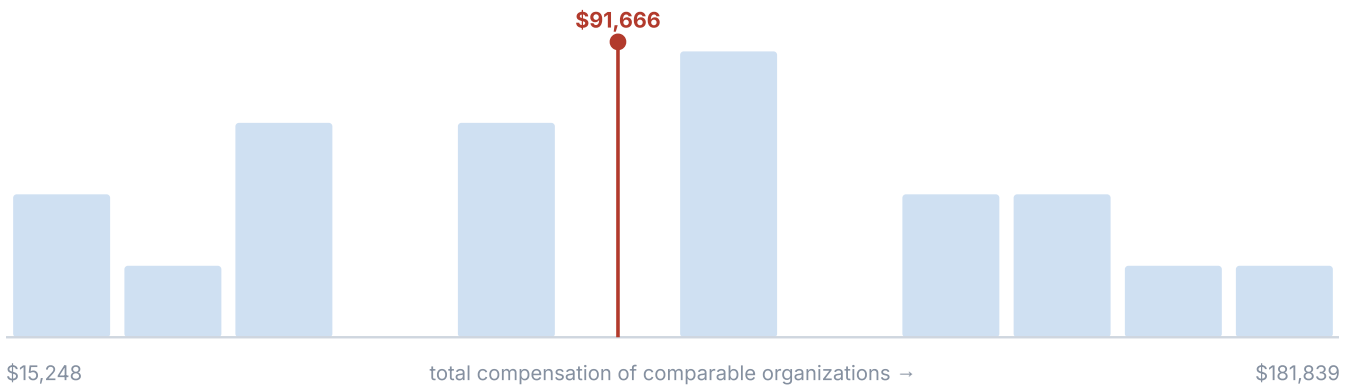
BUDGET Total revenue between \$333,858 and \$747,445 — 0.67x to 1.50x the subject's \$498,297 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (W24), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$35,090	\$54,837	\$102,646	\$131,260	\$154,052	\$91,666
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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 TX 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
Wisconsin Family Action	WI	\$502,418	President	\$50,979	\$54,632	2024
Big Sky Fifty Five Plus	MT	\$489,187	Executive Director	\$62,500	\$71,175	2023
Carbon Business Development Council	NY	\$479,911	Director & Board Chair	\$139,517	\$129,366	2024
Endowment For Middle East Truth	MD	\$473,288	Executive Director	\$153,785	\$151,890	2023
Espacios Abiertos Puerto Rico Inc	PR	\$473,260	Excecutive Director	\$126,000	\$133,154	2023
South Asian Impact Foundation	DC	\$523,620	Executive Director	\$16,934	\$15,248	2024
The Maryland Public Policy Institute Inc	MD	\$472,932	President & Ceo	\$23,000	\$22,065	2024
Mormon Women For Ethical Government Foun	UT	\$463,124	Executive Dir.	\$50,906	\$55,042	2023
Illinois State Association Of	IL	\$594,671	Executive Di	\$180,250	\$181,839	2024
Fairvote Minnesota Foundation	MN	\$397,347	Executive Director	\$101,632	\$103,049	2024
Alliance For A Better Minneota Education Fund	MN	\$602,595	Executive Director	\$151,897	\$154,015	2024
True Texas Education Corporation	TX	\$393,945	Director	\$100,000	\$102,646	2024
Caesar Rodney Institute	DE	\$375,428	Executive Director	\$52,000	\$53,790	2023
Better Wyoming	WY	\$373,140	Executive Di	\$67,494	\$76,353	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Minnesota Voters Alliance	MN	\$367,012	Executive Director	\$108,805	\$110,322	2024
The Rendell Center For Civics And	PA	\$356,748	Executive Director	\$105,278	\$110,913	2023
Pittsburghers For Public Transit	PA	\$672,139	Executive Dir.	\$73,842	\$75,563	2024
Instituto Power	AZ	\$678,000	Executive Director	\$37,742	\$38,346	2023
Courage California	CA	\$684,378	President	\$169,036	\$154,202	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	19 organizations. Compensation range \$15,248–\$181,839; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$498,297); for reference, expenses \$560,477 and assets \$168,515.
ROLE MATCH	Camila Bourdeau, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	47th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	47 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 (Camila Bourdeau) 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 10, 2026, comparing compensation against 19 similarly situated organizations (Same NTEE sector (W24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,666 is reasonable (approximately the 47th 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 10, 2026.