

Coalition Porfor Texas

Executive Director / CEO

EIN 871878571

TX · NTEE R40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cat Parks, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

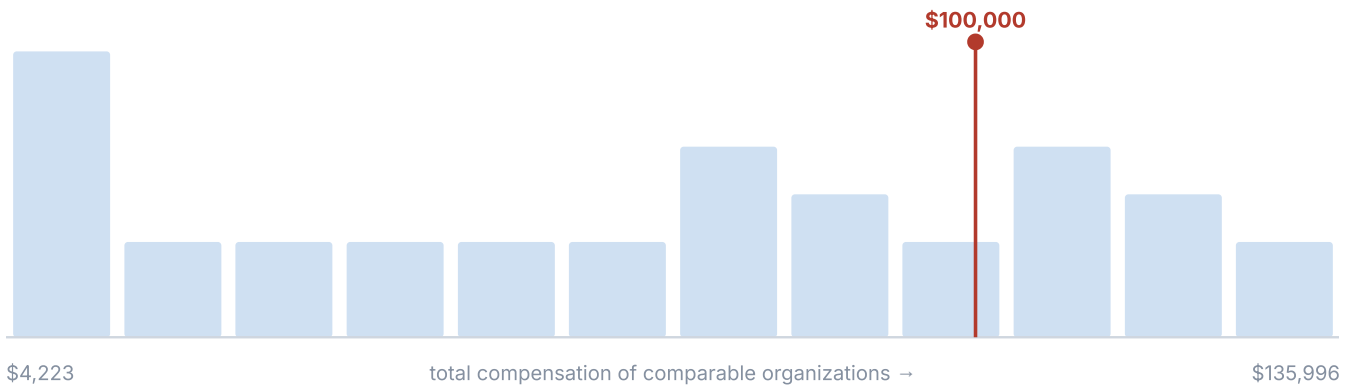
Benchmarked executive: Cat Parks — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R40).
BUDGET	Total revenue between \$235,774 and \$527,853 — 0.67x to 1.50x the subject's \$351,902 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R40), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,344	\$31,696	\$73,494	\$103,049	\$117,369	\$100,000
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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 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
League Of Women Voters Of Colorado	CO	\$335,166	Executive Director	\$83,573	\$80,111	2024
The Ring Of Democracy Incorporated	CA	\$334,565	President	\$37,025	\$32,906	2023
Utah Ranked Choice Voting	UT	\$373,563	Executive Dir.	\$102,810	\$108,298	2023
Alliance For A Better Iowa	IA	\$327,518	Executive Director	\$69,486	\$76,059	2024
Este Poder	TX	\$380,909	Executive Dir.	\$70,929	\$70,929	2024
Polichic Engagement Fund	TX	\$305,121	Founder	\$36,714	\$37,798	2023
League Of Women Voters Of Pennsylvania	PA	\$402,869	Executive Director (Thru Sept. 2023)	\$4,236	\$4,223	2024
Good Deed Corps	CA	\$298,904	President	\$36,250	\$31,292	2024
New North Carolina Project Action First	NC	\$288,251	Chief Executive Officer	\$13,408	\$13,850	2024
Directorio Legislativo For The Americas	FL	\$418,316	President	\$140,656	\$135,996	2023
Massachusetts Voter Education Network Inc	MA	\$280,447	Executive Director	\$132,125	\$118,693	2024
Massachusetts Fiscal Alliance Inc	MA	\$279,590	Interim Executive Director	\$13,388	\$12,027	2024
Adrc Action	AZ	\$273,917	Co-executive Director, Programs	\$109,925	\$108,806	2023
The Hometown Outreach Fund Inc	NY	\$430,400	Founder	\$14,485	\$13,085	2024
Radical Registrars	TX	\$273,339	Executive Dir.	\$87,278	\$87,278	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Salt & Light Council	CA	\$269,154	President	\$24,000	\$20,183	2025
New Voters Org	PA	\$262,872	President	\$64,167	\$63,970	2024
Progress Texas Institute	TX	\$259,130	Executive Director	\$110,426	\$110,426	2024
The Washington Bus	WA	\$253,250	Executive Director	\$108,760	\$100,218	2023
Keystone Progress Education Fund	PA	\$253,066	Executive Di	\$81,923	\$84,083	2023
Florida Citizens Alliance Inc	FL	\$453,419	Executive Di	\$50,000	\$46,957	2024
League Of Women Voters Of California Education Fund	CA	\$454,774	Executive Director	\$120,468	\$103,992	2024
Young Peoples Alliance Education Fund	NC	\$456,822	Executive Director	\$60,883	\$62,889	2024
Ruralorganizingorg	OH	\$243,351	Executive Director	\$52,500	\$57,230	2023
We Must Vote Inc	MS	\$464,500	Director	\$70,000	\$77,938	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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	34 organizations. Compensation range \$4,223–\$135,996; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$351,902); for reference, expenses \$574,830 and assets \$477,442. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Cat Parks, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 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	68 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	62 nd

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 (Cat Parks) 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 34 similarly situated organizations (Same NTEE sector (R40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 68th 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.