

# Conservative Roundtable Of Texas

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Robert Thetford, Executive Director / CEO** (\$117,200) 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 **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Robert Thetford — 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 (R01).

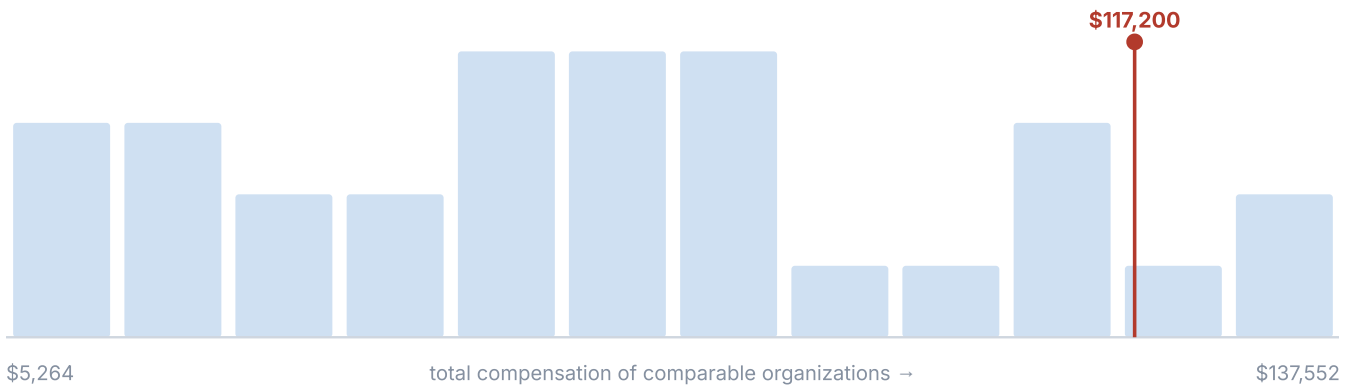
**BUDGET** Total revenue between \$160,548 and \$359,436 — 0.67x to 1.50x the subject's \$239,624 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (R01), 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



\$19,739	\$35,980	\$61,537	\$85,290	\$109,536	<b>\$117,200</b>
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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
<a href="#">Fundamedios Inc</a>	DC	\$243,754	Chief Executive Officer	\$6,000	<b>\$5,264</b>	2024
<a href="#">Goal Justice</a>	SC	\$233,753	Lead Organizer	\$63,000	<b>\$65,704</b>	2024
<a href="#">Genequality Inc</a>	DE	\$232,828	Founder & Executive Director	\$75,000	<b>\$75,582</b>	2023
<a href="#">People's Justice Project</a>	OH	\$249,116	Executive Director	\$80,417	<b>\$87,662</b>	2023
<a href="#">Advancement Project Action Fund</a>	DC	\$250,000	President, Executive Director	\$47,237	<b>\$41,439</b>	2024
<a href="#">Oregon Alliance To Prevent Gun Violence For Safety</a>	OR	\$221,309	Executive Director	\$76,101	<b>\$72,737</b>	2023
<a href="#">Rise Foundation</a>	VA	\$260,769	Executive Di	\$34,375	<b>\$34,160</b>	2023
<a href="#">New Tolerance Campaign</a>	AZ	\$217,821	President	\$67,500	<b>\$64,896</b>	2024
<a href="#">North Dakota Family Alliance</a>	ND	\$217,303	Executive Di	\$92,497	<b>\$101,475</b>	2024
<a href="#">Mississippi Rising Coalition</a>	MS	\$215,781	President	\$44,450	<b>\$49,491</b>	2024
<a href="#">American Constitutional Rights Union</a>	FL	\$263,886	President/ceo	\$22,500	<b>\$21,130</b>	2024
<a href="#">Floridians For Alternatives To The Death</a>	FL	\$213,697	Executive Director	\$65,000	<b>\$61,043</b>	2024
<a href="#">Muslimahs United</a>	OR	\$208,627	Executive Di	\$59,192	<b>\$56,575</b>	2023
<a href="#">New Jersey Black Empowerment Coalition Inc</a>	NJ	\$207,388	Executive Director	\$130,000	<b>\$116,033</b>	2024
<a href="#">Justice For Migrant Families Why</a>	NY	\$206,494	Executive Dir.	\$57,316	<b>\$53,306</b>	2023
<a href="#">New Path 1010 Inc</a>	GA	\$205,668	Executive Director	\$63,345	<b>\$62,031</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Future Georgia Inc Db Georgia Values Action</a>	GA	\$276,804	Chair	\$136,844	<b>\$137,552</b>	2024
<a href="#">Ella Baker Center Action Fund</a>	CA	\$283,872	Secretary And Director	\$12,226	<b>\$10,554</b>	2024
<a href="#">Black Arts Movement Business District Development</a>	CA	\$193,004	Executive Director	\$121,167	<b>\$107,685</b>	2023
<a href="#">Greater Spokane Action</a>	WA	\$291,825	Executive Dir.	\$25,028	<b>\$23,062</b>	2023
<a href="#">New Jersey Coalition Against Human Trafficking Inc</a>	NJ	\$183,556	Vice President	\$23,150	<b>\$20,130</b>	2025
<a href="#">Greater Spokane Progress</a>	WA	\$299,949	Executive Director	\$63,875	<b>\$58,859</b>	2023
<a href="#">Investigations Bureau</a>	DE	\$300,171	President And Treasurer	\$42,373	<b>\$44,453</b>	2022
<a href="#">Iowa Faith And Freedom Coalition</a>	IA	\$304,816	President	\$99,410	<b>\$108,814</b>	2024
<a href="#">Based Politics Inc</a>	GA	\$318,646	Ceo	\$75,540	<b>\$78,173</b>	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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 30 organizations. Compensation range \$5,264–\$137,552; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$239,624); for reference, expenses \$269,517 and assets \$54,540.

**ROLE MATCH** Robert Thetford, reported title "*EXECUTIVE DIRECTOR*", 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	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	80 <sup>th</sup>

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 (Robert Thetford) 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 30 similarly situated organizations (Same NTEE sector (R01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$117,200 is reasonable (approximately the 93<sup>rd</sup> 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.