

Rising Routes Alliance

Executive Director / CEO

EIN 993492501
 CO · NTEE W01
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jason Swann, Executive Director / CEO** (\$7,420) against **every comparable organization** that fit the selection criteria — **219** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

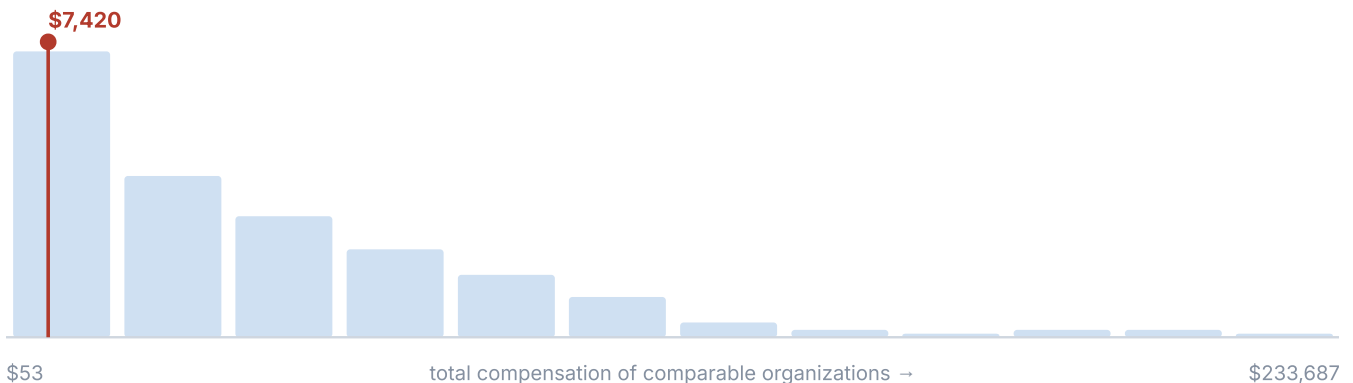
Benchmarked executive: Jason Swann — reported title “CO-FOUNDER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W01).
BUDGET	Total revenue between \$108,545 and \$243,012 — 0.67x to 1.50x the subject's \$162,008 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

219 organizations qualified on sector, size, and geography → **219** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,455	\$13,813	\$31,256	\$68,555	\$98,406	\$7,420
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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 CO 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
Key Consumer Organization Inc	IN	\$161,918	Executive Director	\$45,015	\$50,969	2023
Victims Of Milwaukee Violence Burial Fund Inc	WI	\$161,810	Executive Director	\$11,400	\$12,416	2024
Pine Hill Water System Inc	LA	\$161,605	Secretary	\$11,963	\$13,738	2024
Brady County Water District	MT	\$162,462	Secretary / Treasurer	\$12,003	\$13,493	2024
Fraternal Order Of Eagles	WA	\$161,403	Lead Maintenance	\$20,806	\$19,427	2024
Allegheny League Of Municipalities	PA	\$160,784	Executive Director	\$118,257	\$126,620	2023
New England First Amendment	MA	\$163,291	Treasurer &	\$105,000	\$98,401	2024
Spencer-ralston Post No 1254	KS	\$163,557	Quatermaster	\$750	\$824	2025
Northwest Hospital Alliance	ID	\$163,659	Executive Dir.	\$184,302	\$204,466	2024
Veterans Of Foreign War Auxiliary Department Of Ka	KS	\$163,979	Secretary Jr Vic President	\$6,900	\$7,573	2025
In Honor Of Our Troops	MD	\$159,452	Chairman President	\$26,000	\$25,350	2024
Roa Standing Together For America's	DC	\$159,298	Executive Director	\$18,644	\$17,567	2023
Florida Coalition On Black Civic Participation Inc	FL	\$159,191	President	\$42,900	\$42,030	2024
Citizens Union Of The City Of New York	NY	\$165,587	Executive Dir.	\$27,500	\$25,915	2024
Deep Democracy Institute	OR	\$158,227	President	\$68,700	\$68,500	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wyoming Family Alliance	WY	\$165,943	Ceo/executive Director	\$34,489	\$38,515	2024
Indiana Fiscal Policy Institute Inc	IN	\$157,725	President	\$98,864	\$108,729	2024
Kirk Casey Post No 366 Of The American Legion Depa	NY	\$157,640	1st Vice Commander	\$35,500	\$34,443	2023
Fleet Reserve Club Of Jax Fl Inc	FL	\$166,714	Manager	\$46,375	\$44,263	2025
Relink (Db a Relinkorg)	OH	\$156,040	Director Of Finance & Hr	\$14,208	\$16,158	2023
Center For Self Governance	WA	\$168,132	Executive Director	\$27,702	\$26,629	2023
The Jewish War Veterans Of The United	DC	\$154,544	National Executive Director	\$3,021	\$2,846	2023
Veterans Of Foreign Wars Post 2832 Pike Memorial	OH	\$169,487	Quartermaster	\$1,456	\$1,608	2024
Veterans Education Project	VA	\$170,000	Executive Director	\$30,000	\$30,209	2024
U S Veterans Post 104 Corporation	FL	\$170,207	Quartermaster	\$2,000	\$2,017	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **219** organizations. Compensation range \$53–\$233,687; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$162,008); for reference, expenses \$63,592 and assets \$98,416. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jason Swann, reported title " <i>CO-FOUNDER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	15 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	14 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 (Jason Swann) 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 219 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,420 is reasonable (approximately the 15th 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.