

The Ryan Licht Sang Bipolar Foundation Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Joyce Licht Sang, Executive Director / CEO** (\$98,200) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Joyce Licht Sang — reported title “PRESIDENT/DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (F33).

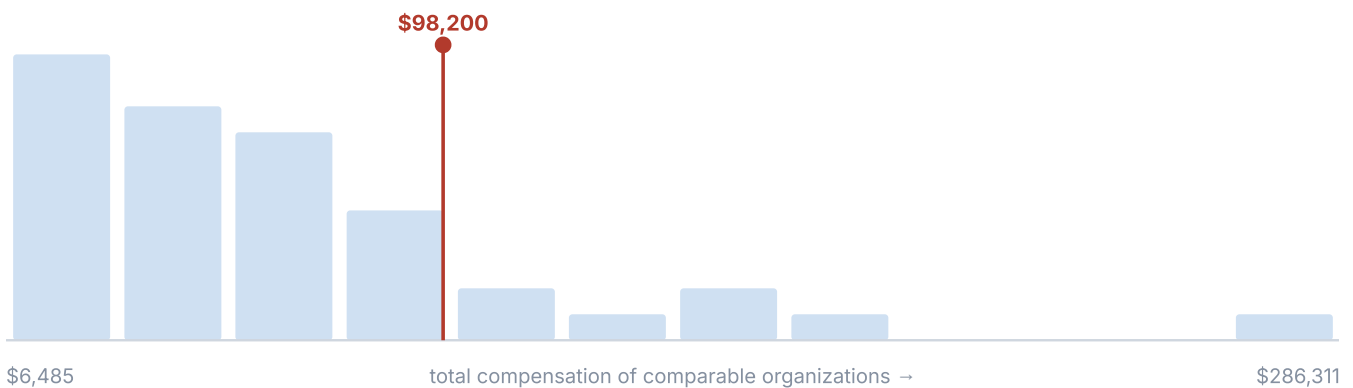
BUDGET Total revenue between \$301,959 and \$676,029 — 0.67x to 1.50x the subject's \$450,686 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F33), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography

→ **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,666

\$25,509

\$54,052

\$84,110

\$125,656

\$98,200



■ 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 IL 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
Kadima Nonprofit Housing Corporation	MI	\$452,605	President	\$36,676	\$38,506	2024
Yana House	IL	\$455,297	Executive Director	\$158,600	\$154,512	2025
Morning Starr New Beginnings	TX	\$456,000	President	\$60,000	\$61,049	2024
North Sunflower Medical Foundation	MS	\$456,827	Executive Di	\$20,000	\$22,658	2024
Acts 1 And 8 Housing	OH	\$469,663	President	\$83,200	\$89,635	2024
Reach Sober Living Inc	MI	\$471,659	Ed/clinical	\$178,534	\$187,442	2024
Blue River Housing Corp	MI	\$426,094	President	\$6,000	\$6,485	2023
Guardian Hills Veterans Healing Center	MO	\$481,297	Executive Director	\$41,667	\$44,890	2024
Adelphoi Services Inc	PA	\$494,100	Assistant Secretary/treasurer	\$7,704	\$7,815	2024
Sheridan Hill House Corporation	NY	\$495,099	Ceo	\$18,651	\$17,649	2023
House Of Hope	IA	\$405,819	Executive Director	\$56,667	\$63,112	2024
Feather River Mens Center	CA	\$403,995	Asst Director	\$51,227	\$46,323	2023
Foundations A Place For Education And Recovery Inc	OH	\$402,190	Executive Director	\$61,000	\$67,659	2023
Clinton Residence Inc	NY	\$504,777	Executive Director	\$7,880	\$7,457	2023
Shepherds Way Inc	KS	\$504,885	President And Ceo	\$18,000	\$19,780	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Reunification Transitional Housing Corporation	CA	\$381,894	Ceo	\$72,048	\$65,151	2023
Raising Arrows Ministries	MT	\$526,995	Executive Dir.	\$28,800	\$31,578	2024
Sacred Mountain Retreat Center Inc	SD	\$529,014	President	\$63,602	\$73,508	2023
Nami Of Southwest Ohio	OH	\$530,504	Executive Di	\$75,091	\$83,288	2023
People Who Care Children's Association	CA	\$368,834	Non-voting Member	\$67,390	\$59,191	2024
Midway Apartments Inc	GA	\$367,120	Executive Dir.	\$19,500	\$19,944	2024
Toby House Ii Inc	AZ	\$534,948	President/ceo	\$31,340	\$30,658	2024
Bridge To Balance Inc	AZ	\$356,546	President	\$122,414	\$123,288	2023
Josiahs House Inc	OH	\$545,138	Executive Directorinterim Ch	\$102,738	\$113,954	2023
Pathway Recovery Inc	VA	\$353,900	President And Chief Executive Officer	\$19,962	\$20,185	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 40 organizations. Compensation range \$6,485–\$286,311; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$450,686); for reference, expenses \$444,988 and assets \$401,723.

ROLE MATCH	Joyce Licht Sang, reported title " <i>PRESIDENT/DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	11 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	83 rd
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	58 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 (Joyce Licht Sang) 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 40 similarly situated organizations (Same NTEE sector (F33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,200 is reasonable (approximately the 83rd 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.