

The American Society Of Breast Surgeons Foundation

Executive Director / CEO

EIN 202286355
 MD · NTEE E70
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ryan Cliche, Executive Director / CEO** (\$106,351) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

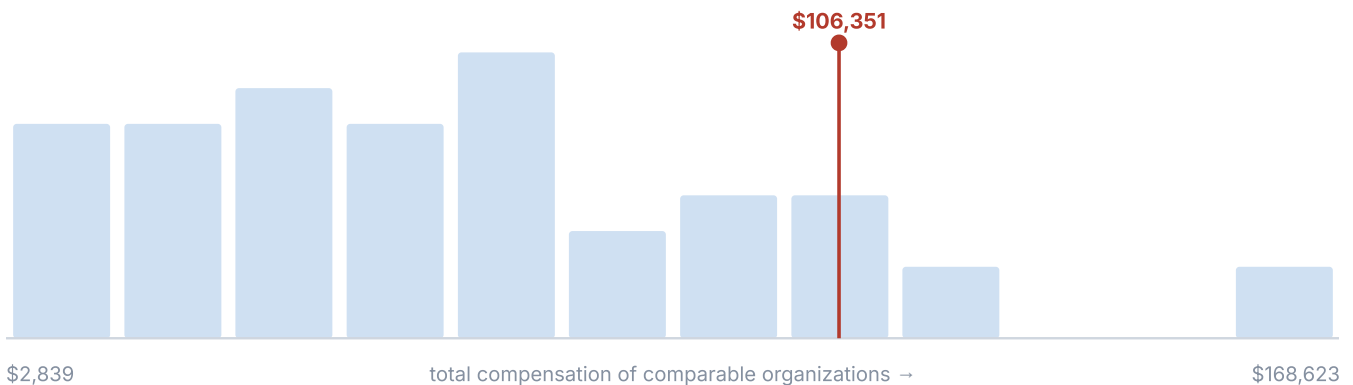
Benchmarked executive: Ryan Cliche — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E70).
BUDGET	Total revenue between \$100,744 and \$225,547 — 0.67x to 1.50x the subject's \$150,365 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,334 10TH	\$30,733 25TH	\$55,205 MEDIAN	\$84,781 75TH	\$109,997 90TH	\$106,351 THIS ORG · 85TH
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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 MD 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
Vax 2 Stop Cancer	AL	\$151,953	Ceo	\$63,179	\$73,007	2024
Minnesota Oral Health Coalition	MN	\$145,868	Executive Director	\$145,200	\$157,997	2023
Kindness To Prevent Blindness Inc	IN	\$143,504	Prior Executive Director	\$32,625	\$37,888	2023
Heart Coalition Inc	GA	\$159,340	Chairman	\$9,000	\$9,430	2025
March For Moms Association	KS	\$163,356	Executive Director	\$141,737	\$168,623	2023
50 Hoops National Prostate Awareness	TX	\$136,575	Executive Director	\$60,000	\$66,093	2023
Etta Pete Sickle Cell Anemia Foundation	LA	\$164,993	Executive Director	\$20,800	\$24,498	2024
Head Strong & Ready Aka Head Strong &	CA	\$165,551	Treasurer	\$25,259	\$24,019	2023
Travelers Education Group	TX	\$166,468	Member	\$30,000	\$32,099	2024
Healthnet Foundation Inc	IN	\$166,626	Board Member	\$22,934	\$26,633	2023
Good Hope Inc	MA	\$168,787	President	\$15,600	\$15,438	2023
Integrity Unlimited Community	NC	\$172,029	Vice Preside	\$22,320	\$25,397	2023
Healthy Homeworks	ME	\$172,895	Executive Director	\$76,502	\$81,938	2024
Alzheimers Of Glynn Brunswick Inc	GA	\$173,184	Executive Dir.	\$54,226	\$58,320	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater Houston Area Health Education	TX	\$178,630	Executive Director	\$65,769	\$70,370	2024
Abortion Care For Tennessee	TN	\$179,958	Executive Director- left During Year	\$2,525	\$2,839	2024
Accma Community Health Foundation	CA	\$120,505	Executive Director	\$45,633	\$43,393	2023
Florida Coalition On Donation Inc	FL	\$180,569	Executive Di	\$60,000	\$58,735	2025
The Community Wellness Project	WA	\$119,176	Board Member	\$34,511	\$34,025	2023
Costs Of Care Inc	MA	\$183,476	Executive Director	\$15,250	\$15,091	2023
Cumberland Valley Breast Care	PA	\$183,666	President, Ceo	\$55,284	\$58,970	2024
Queen City Cocoa Beans Incorporated	NC	\$114,472	Executive Di	\$49,267	\$54,450	2024
Council Of International Neonatal Nurses Inc	PA	\$109,876	Prullage	\$48,000	\$52,713	2023
Earthwide Surgical Foundation	MO	\$193,913	President	\$80,000	\$93,309	2023
The Committee To Reduce Infection	CT	\$196,577	Chairman	\$118,800	\$119,144	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	48 organizations. Compensation range \$2,839–\$168,623; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$150,365); for reference, expenses \$136,502 and assets \$313,237.
ROLE MATCH	Ryan Cliche, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	85 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	77 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 (Ryan Cliche) 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 48 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,351 is reasonable (approximately the 85th 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.