

Harvard Alumni Entrepreneurs Inc

Executive Director / CEO

EIN 208034421
 MA · NTEE B038
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Regina Ryan, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B038).

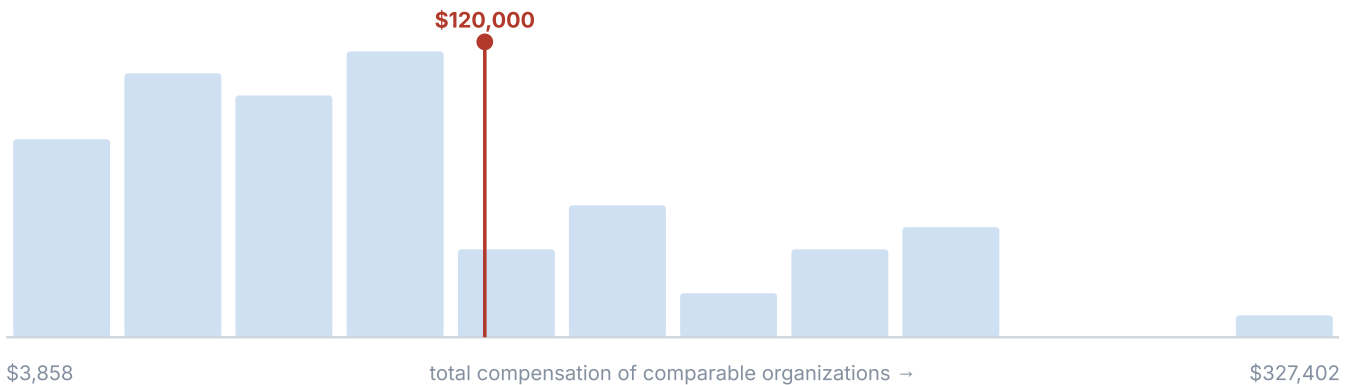
BUDGET Total revenue between \$329,893 and \$738,568 — 0.67x to 1.50x the subject's \$492,379 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography

→ **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,671	\$50,304	\$86,856	\$145,071	\$210,211	\$120,000
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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 MA 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
Small World Yoga Inc	TN	\$494,491	Executive Dir.	\$75,000	\$92,710	2023
Abundant Life Ministries Hope	FL	\$485,074	Ceo	\$65,000	\$69,750	2024
Athenia Veterans Post Inc	NJ	\$500,431	1st Vice Commander	\$12,000	\$11,923	2025
Apga Security And Integrity Foundation	DC	\$482,269	Ceo	\$48,104	\$48,218	2024
Practice Transformation Institute	MI	\$480,890	Vice-preside	\$73,669	\$86,856	2024
Virginia Council For Private Education	VA	\$505,724	Executive Director	\$115,885	\$127,810	2024
Ischools Inc	MA	\$473,028	Exec Dir (Fr	\$89,279	\$91,641	2024
Illinois Reading Council Inc	IL	\$471,368	Executive Dir.	\$82,000	\$89,711	2025
Association Of Specialized &	IL	\$517,459	Former Executive Director/sec.	\$299,261	\$327,402	2025
It4causes Inc	VA	\$463,496	Chair	\$157,793	\$179,171	2023
Achieve Hartford Inc	CT	\$460,828	Executive Di	\$173,538	\$191,349	2023
The Sarah Stitt Hope Foundation Inc	OK	\$457,121	Executive Director	\$4,200	\$5,438	2023
The Paradigm Project	IL	\$448,500	President	\$9,507	\$10,992	2023
National Association Of Corporate Directors	TX	\$446,614	Executive Director	\$180,700	\$206,472	2024
The Heads Network Inc	IL	\$540,489	Executive Dir.	\$142,500	\$160,024	2024
Tennessee Music Education Association	TN	\$441,617	Treasurer / Executive Director	\$20,960	\$25,167	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Utah Coalition For Educational	UT	\$441,579	Treasurer	\$3,300	\$3,858	2024
Connectable Inc	IN	\$543,727	Director	\$45,720	\$55,074	2024
Wingsforgrowth Inc	NJ	\$435,310	Founder And Ceo	\$81,250	\$82,864	2024
Nassau-suffolk School Boards Association	NY	\$550,413	Executive Director	\$151,482	\$152,327	2025
Impact Capital Managers Institute Inc	NY	\$550,900	Executive Director	\$83,017	\$88,219	2023
American Association Of University	OH	\$554,249	Executive Di	\$175,704	\$212,573	2024
Center For Mindful Relationships	CA	\$429,861	Clinical Directr	\$75,400	\$74,371	2024
Sogal Foundation	FL	\$421,062	Operations & Partnerships Mana	\$63,236	\$72,725	2022
Gulf Coast Conference	TX	\$569,010	Pres-treasurer	\$217,312	\$241,905	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2025 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 MA 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 67 organizations. Compensation range \$3,858–\$327,402; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$492,379); for reference, expenses \$429,724 and assets \$172,638.

ROLE MATCH Regina Ryan, reported title "*PRESIDENT*", 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.

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	67 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	61 st

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 (Regina Ryan) 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 67 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 67th 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.