

Transformational Opportunities Inc

Executive Director / CEO

EIN 453658221
 AZ · NTEE T192
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Brian D Beyst, Executive Director / CEO** (\$103,250) against **every comparable organization** that fit the selection criteria — **791** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Brian D Beyst — 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 (T192).
BUDGET	Total revenue between \$189,520 and \$424,300 — 0.67x to 1.50x the subject's \$282,867 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

791 organizations qualified on sector, size, and geography → **791** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,970	\$24,493	\$47,121	\$73,224	\$99,492	\$103,250
---------	----------	----------	----------	----------	------------------



■ 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 AZ 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
Indianapolis Hebrew Congregation	IN	\$283,012	Fnd Ex-officio & lhc Exec	\$19,948	\$21,874	2023
United Way Of Nelson County	KY	\$282,650	Executive Director	\$25,000	\$27,928	2023
Niles Community Services Inc	OH	\$283,085	Director	\$38,461	\$41,143	2024
Helena Area Community Foundation	MT	\$283,404	Executive Director	\$65,177	\$70,957	2024
Richcroft Foundation Inc	MD	\$282,311	Ceo	\$43,604	\$41,172	2024
Odeh Inc	NY	\$282,013	President	\$14,683	\$13,400	2024
The Flagstone Initiative Inc	CA	\$283,828	Ceo	\$175,000	\$157,127	2023
Quality Of Life Foundation For Metropolitan Dallas	TX	\$281,782	President	\$37,003	\$37,383	2024
Mamie's Poppy Plates	AR	\$284,006	Executive Di	\$49,700	\$56,422	2024
Surfaid International Usa	CA	\$281,645	Executive Director	\$115,968	\$101,137	2024
Weakley County Joint Economic Development Corporation	TN	\$281,406	Ceo	\$185,000	\$191,337	2025
Barkann Family Healing Hearts Foundation	PA	\$284,446	Executive Director	\$96,000	\$96,689	2024
Yx Gives	TN	\$280,872	Vice Preside	\$10,000	\$10,616	2024
Media Cares Foundation Inc	NY	\$285,031	Ceo & Director	\$20,312	\$18,537	2024
Connected Hearts Ministry	SC	\$285,184	President	\$48,000	\$52,069	2023
Social Venture Partners Boston Inc	MA	\$285,219	Chief Executive Officer	\$28,050	\$25,457	2024
Sauganash Foundation	NY	\$280,083	Trustee	\$29,400	\$27,624	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Amani Christian Community Development Corporation	PA	\$279,582	Executive Director	\$44,950	\$46,610	2023
Fund For Change	NM	\$279,484	1st Vice President	\$105,500	\$117,987	2023
People For Change Coalition Inc	MD	\$286,330	Executive Dir.	\$25,000	\$23,606	2024
Lakeshore Support Organization	AL	\$279,190	President	\$24,357	\$26,576	2024
Southeastern Pa Intergroup	PA	\$286,727	Office Manager	\$62,720	\$63,170	2024
Riverpsykhe Inc	CA	\$278,554	Director/pres.	\$20,800	\$18,140	2024
Salisbury Urban Ministries Inc	MD	\$287,228	Executive Director	\$69,500	\$65,624	2024
Family Promise Of Kandiyohi County	MN	\$287,343	Executive Director	\$56,194	\$56,080	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2023 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 AZ 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	791 organizations. Compensation range \$20–\$1,703,996; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$282,867); for reference, expenses \$335,498 and assets \$75,544.
ROLE MATCH	Brian D Beyst, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	201 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	92 nd
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	71 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 (Brian D Beyst) 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 13, 2026, comparing compensation against 791 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,250 is reasonable (approximately the 92nd 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 13, 2026.