

Beta Group

Executive Director / CEO

EIN 812227583
 MN · NTEE S43
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cihan Behlivan, Executive Director / CEO** (\$105,664) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

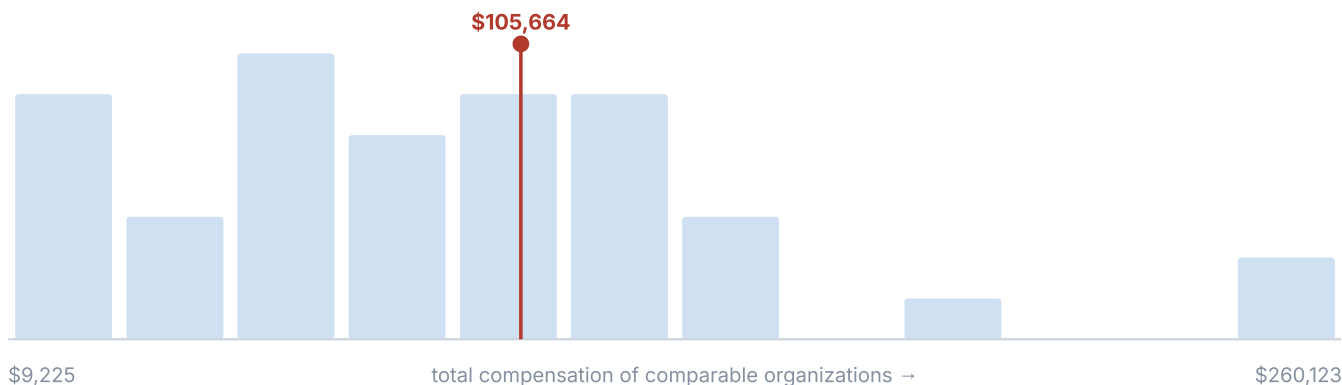
Benchmarked executive: Cihan Behlivan — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S43).
BUDGET	Total revenue between \$328,279 and \$734,955 — 0.67x to 1.50x the subject's \$489,970 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,705	\$57,141	\$82,425	\$121,097	\$146,147	\$105,664
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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 MN 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
Pollylabs Foundation	NY	\$489,188	President & Executive Director	\$71,604	\$65,482	2024
Latin American Economic Development	NJ	\$494,539	President & Ceo	\$117,378	\$106,061	2024
South Dakota Development Corporation	SD	\$505,928	Executive Director	\$105,938	\$118,323	2024
Macomb County Community Dispute	MI	\$466,668	Manager	\$108,963	\$113,821	2024
Mnsbir Inc	MN	\$464,536	President And Ceo	\$148,382	\$148,382	2024
Marietta Welcome Center Inc	GA	\$458,815	Executive Director	\$64,453	\$67,524	2023
Sync Space Entrepreneur Center	TN	\$456,808	President, Ed	\$124,800	\$129,338	2025
Boomin University	TN	\$455,664	Board Member	\$36,538	\$37,866	2025
Xlr8x	HI	\$454,613	President/exec Dir	\$114,357	\$106,677	2023
Startup Hutch Inc	KS	\$448,635	Program Director	\$86,659	\$94,747	2024
Piedmont Business Capital	NC	\$446,116	Executive Director Ceo	\$132,440	\$138,492	2024
New Orleans Startup Fund Inc	LA	\$538,725	President/ceo	\$226,726	\$260,123	2023
Kukolu	HI	\$435,911	Executive Dir.	\$125,462	\$113,678	2024
Alabama Capital Network Inc	AL	\$430,100	Executive Officer	\$114,000	\$128,321	2023
Women In Progress Inc	MN	\$571,369	Exec Director/ceo	\$65,184	\$67,109	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ab Community Inc	NC	\$406,875	Executive Director	\$86,875	\$93,528	2023
Eastern American Economic	NJ	\$406,656	President	\$98,670	\$89,156	2024
International Union Uaw Local 1284	MI	\$393,983	President	\$8,831	\$9,225	2024
Anti Entropy	TX	\$393,476	President	\$65,000	\$70,523	2022
The Biotechnology Incubator At Nymc Inc	NY	\$389,283	President, Ceo & Trustee	\$268,885	\$253,158	2023
Adventist Health Policy Association	FL	\$381,710	President	\$16,962	\$16,603	2023
Madison Village For Advanced	GA	\$380,784	Executive Dir.	\$29,167	\$29,680	2024
Black Wall Street Business Center	OK	\$379,211	President & Ceo	\$19,500	\$21,730	2024
The Warehouse Business Accelerator	CO	\$370,791	Executive Dir.	\$80,032	\$79,958	2023
Iowa Center Loan Fund	IA	\$369,185	President	\$9,756	\$10,533	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 39 organizations. Compensation range \$9,225–\$260,123; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$489,970); for reference, expenses \$394,548 and assets \$69,252.

ROLE MATCH	Cihan Behlivan, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	59 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	49 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 (Cihan Behlivan) 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 39 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,664 is reasonable (approximately the 59th 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.