

# The Dream Center Of Columbus Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Richard Cole Bryan, Executive Director / CEO** (\$27,850) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Richard Cole Bryan — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (X11).

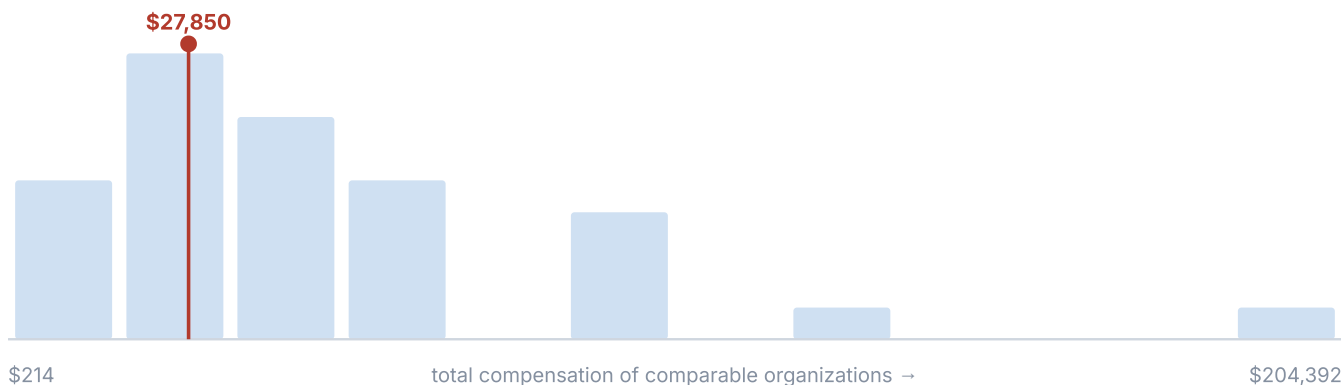
**BUDGET** Total revenue between \$216,066 and \$483,732 — 0.67x to 1.50x the subject's \$322,488 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X11), nationwide + budget 0.67–1.5x revenue.

**32** organizations qualified on sector, size, and geography

→ **32** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,831	\$28,125	\$38,207	\$64,604	\$94,749	\$27,850
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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 MS 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
<a href="#">Highpoint Community Ministries</a>	TX	\$327,344	Preschool Director	\$56,074	<b>\$48,918</b>	2024
<a href="#">El Refugio Ministry Inc</a>	GA	\$314,037	Executive Director	\$64,210	<b>\$56,305</b>	2024
<a href="#">Liberti Network Of Churches</a>	PA	\$330,951	President	\$30,844	<b>\$27,617</b>	2023
<a href="#">Sacred Heart Support Corporation</a>	CA	\$308,215	President	\$6,013	<b>\$4,662</b>	2023
<a href="#">Ashland Theological Seminary Founda</a>	OH	\$303,277	Exec. Dir	\$49,846	<b>\$44,856</b>	2025
<a href="#">Mother Of Mercy House Inc</a>	PA	\$298,274	Executive Dir & Board Member	\$37,417	<b>\$32,542</b>	2024
<a href="#">Hardcore Evangelistic Ministries Inc</a>	TX	\$284,493	President	\$32,433	<b>\$28,294</b>	2024
<a href="#">Joseph Pedott Perpetual Endowment Trust</a>	CA	\$282,930	Assistent Treasurer (From	\$50,736	<b>\$38,207</b>	2024
<a href="#">Matthew 620 Foundation</a>	CO	\$281,289	Treasurer	\$27,230	<b>\$22,771</b>	2024
<a href="#">Central Jersey Institute Of Islamic Sciences Inc</a>	NJ	\$275,662	President	\$41,660	<b>\$32,439</b>	2024
<a href="#">Friends Of Our Lady Of Martyrs Shrine</a>	NY	\$371,754	Executive Director	\$83,490	<b>\$67,739</b>	2023
<a href="#">Society Of St Vincent De Paul</a>	LA	\$272,356	President & Ceo	\$18,559	<b>\$17,823</b>	2024
<a href="#">Church In Action - Germany</a>	AZ	\$374,449	Ceo	\$33,373	<b>\$28,818</b>	2023
<a href="#">Roadster Legacy</a>	AZ	\$267,932	Director	\$4,735	<b>\$4,089</b>	2023
<a href="#">Dorothy Day Capital Corporation</a>	MN	\$379,641	Vp & Cfo At Catholic Charities	\$39,251	<b>\$34,823</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Thrive International Missions</a>	CA	\$262,893	President	\$118,901	<b>\$89,541</b>	2024
<a href="#">Chapel Haven Endowment Inc</a>	CT	\$262,002	President	\$262	<b>\$214</b>	2024
<a href="#">Agape Impact Ministries Inc</a>	TX	\$385,088	President / Executive Director	\$18,210	<b>\$16,355</b>	2023
<a href="#">Central European Christian</a>	TN	\$409,264	President	\$100,650	<b>\$94,992</b>	2023
<a href="#">Emmaus Center Inc</a>	NY	\$234,723	Former Executive Director	\$162,500	<b>\$128,060</b>	2024
<a href="#">Milandila Community Missions Inc</a>	PA	\$232,604	Director	\$73,810	<b>\$66,088</b>	2023
<a href="#">A Ray Of Hope On Earth</a>	IL	\$415,365	President	\$231,551	<b>\$204,392</b>	2023
<a href="#">Presbyterian Church Camp And Conference Association</a>	NC	\$228,342	Executive Director	\$69,103	<b>\$64,109</b>	2023
<a href="#">The Irving And Varda Rabin Foundation</a>	CA	\$223,546	Assistant Treasurer (From 12/06/23)	\$50,736	<b>\$38,207</b>	2024
<a href="#">Elim Park Legacy Foundation Inc</a>	CT	\$423,361	President	\$49,858	<b>\$40,769</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 32 organizations. Compensation range \$214–\$204,392; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$322,488); for reference, expenses \$337,699 and assets \$162,535.

<b>ROLE MATCH</b>	Richard Cole Bryan, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	25 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	22 <sup>nd</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	9 <sup>th</sup>

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 (Richard Cole Bryan) 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 32 similarly situated organizations (Same NTEE sector (X11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,850 is reasonable (approximately the 25<sup>th</sup> 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.