

The Bean Factory

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Tamra Ryan, Executive Director / CEO** (\$3,339) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Tamra Ryan — reported title "CEO (THRU 06/25)", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

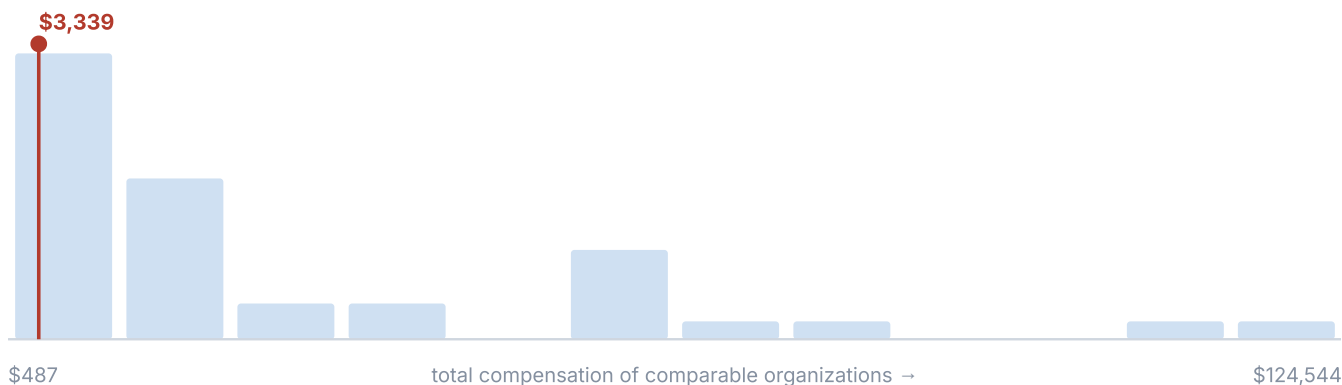
SECTOR Organizations sharing the subject's NTEE classification (J11).

BUDGET Total revenue between \$46,956 and \$105,126 — 0.67x to 1.50x the subject's \$70,084 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,765	\$4,999	\$11,837	\$39,439	\$64,126	\$3,339
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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 CO 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
Hudson Valley Community College Non-instructional Employees Union	NY	\$69,950	President	\$6,600	\$6,385	2024
Professional Air Traffic Controller	FL	\$69,420	President	\$20,120	\$20,233	2024
Yowearth Academy	TN	\$68,205	Director	\$53,484	\$60,181	2024
Rhode Island Association Of School Maintenance Directors	RI	\$72,732	Director	\$11,250	\$11,889	2023
Centurion Professional Training Inc	NY	\$66,284	Director	\$63,750	\$60,077	2025
Woodbridge Police Supervisory	NJ	\$65,533	President	\$3,000	\$2,867	2024
Local Union 773 Labor Management Fund	NY	\$75,090	Trustee	\$114,100	\$110,371	2024
Law Enforcement Alliance Of South-	CT	\$64,981	President	\$3,000	\$3,100	2023
Nonprofit Transformation Inc	TX	\$75,608	President	\$55,296	\$60,961	2023
Associated Calexico Teachers	CA	\$76,165	President	\$5,000	\$4,622	2024
Maryland Automobile Dealers Association	MD	\$62,766	President	\$77,888	\$80,252	2023
Kusanya Cafe Inc	IL	\$61,057	Exec Dir/tre	\$22,000	\$23,153	2024
Abilities At Crestview Ii Inc	FL	\$79,180	President/ceo	\$38,173	\$39,522	2023
Decatur Pbpa Labor Committee	IL	\$79,292	President	\$2,400	\$2,526	2024
Human Resources Development	IL	\$60,363	Director	\$11,956	\$12,954	2023
Lica Educational Foundation For Veterans	IL	\$81,987	Director	\$66,000	\$71,510	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Solon Education Association	OH	\$85,198	President	\$4,700	\$5,328	2024
Worknet Inc	HI	\$53,711	President/director	\$27,800	\$26,644	2024
Afscome Local 151	MN	\$88,804	President	\$2,162	\$2,355	2023
Avixa Foundation Inc	VA	\$88,891	Executive Director	\$14,158	\$15,066	2023
International Association Of Firefighters Local 475	IN	\$89,663	President	\$1,540	\$1,739	2024
B3 Coffee	NC	\$89,992	Executive Dir.	\$15,750	\$17,935	2023
Wayne Westland Education	MI	\$90,142	Exec Director	\$10,000	\$11,050	2024
Health Employees Alliance Rights & Trades Local 707 Inc	NJ	\$49,854	President	\$8,400	\$8,266	2023
International Association Of Sheet Metal	IL	\$49,675	Treasurer	\$15,236	\$16,034	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 38 organizations. Compensation range \$487–\$124,544; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$70,084); for reference, expenses \$258,609 and assets \$5,971,634. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Tamra Ryan, reported title "*CEO (THRU 06/25)*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	9 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	82 nd

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 (Tamra 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 9, 2026, comparing compensation against 38 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,339 is reasonable (approximately the 16th 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.