

Ryan Hill Research Foundation

Executive Director / CEO

EIN 910980261

WA · NTEE H30Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bette Glass, Executive Director / CEO** (\$10,800) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

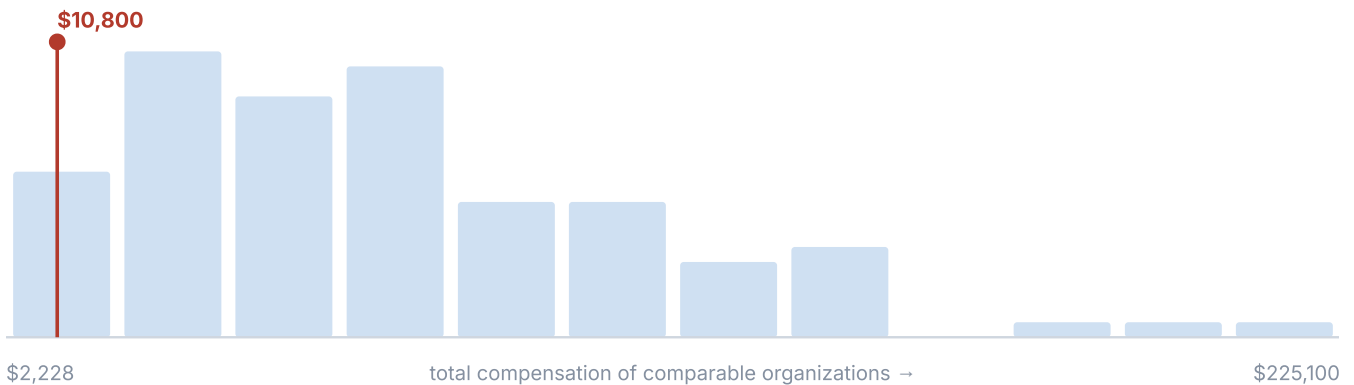
Benchmarked executive: Bette Glass — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H30Z).
BUDGET	Total revenue between \$145,709 and \$326,215 — 0.67x to 1.50x the subject's \$217,477 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

96 organizations qualified on sector, size, and geography → **96** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,281	\$33,789	\$59,836	\$92,267	\$124,609	\$10,800
----------	----------	----------	----------	-----------	-----------------



■ 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 WA 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
Intl Soc For Cardiovascular Tran Res	AZ	\$214,457	Chairman	\$4,799	\$5,367	2022
Brain Health Initiative Inc	NH	\$214,410	Executive Dir.	\$81,500	\$84,054	2023
The Dyslexia Foundation Inc	MA	\$213,235	Former President	\$58,636	\$61,266	2022
China Aids Fund Inc	NY	\$222,007	Secretary	\$61,538	\$60,328	2024
Massachusetts Coalition For The	MA	\$222,792	Executive Director	\$181,865	\$177,300	2024
Alliance For Community Research	IL	\$211,062	Co-chief Executive Officer	\$30,873	\$33,901	2023
Cody Dieruf Foundation	MT	\$224,998	Exec. Director	\$59,965	\$70,126	2024
Good Friend Inc	WI	\$225,181	Executive Director	\$36,500	\$42,577	2023
Physicians Research Network Inc	NY	\$225,246	President	\$120,000	\$117,640	2024
International Consensus Meeting On	PA	\$226,032	Secretary, Director	\$2,000	\$2,228	2023
The Biomedical Research Institute Of	CA	\$208,249	President And Ceo	\$34,683	\$33,451	2023
Cancer Biology Training Consortium	NC	\$208,168	Asst Secretary-treasurer	\$26,391	\$31,706	2022
Have A Ball Foundation Inc	CA	\$207,433	President	\$70,500	\$66,044	2024
Staten Island Heart Society Inc	NY	\$227,531	Executive Director	\$104,673	\$105,646	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Health Assessment Lab Inc	MA	\$205,215	Director & Ceo, Cso	\$146,850	\$143,164	2024
National Behavioral Consortium Inc	FL	\$230,000	Coexecutive	\$50,000	\$50,959	2024
Virginia Cardiac Services Quality Initiative	VA	\$233,175	Executive Director	\$92,500	\$99,757	2023
Dirt Patch Science	TX	\$200,319	Director & C	\$130,000	\$145,247	2023
The Foregut Research Foundation	CO	\$234,701	President	\$32,692	\$35,013	2023
Society Of Metabolic Health	TX	\$235,971	President/board	\$60,000	\$65,114	2024
Reed Gastrointestinal Oncology Research	AL	\$236,157	Executive Director	\$75,000	\$90,500	2023
Hannah's Hope For Giant Axonal	NY	\$198,405	Executive Di	\$210,279	\$206,144	2024
Carcinoid Cancer Foundation	NY	\$197,343	Ceo/chairman/treasurer	\$125,000	\$122,542	2024
Wescow Foundation For Pulmonary Fibrosis	PA	\$196,214	Executive Director	\$45,000	\$50,123	2023
Closing The Gap In Health Care Inc	SC	\$195,078	President & Ceo	\$50,699	\$57,381	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	96 organizations. Compensation range \$2,228–\$225,100; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$217,477); for reference, expenses \$143,364 and assets \$3,012,966.
ROLE MATCH	Bette Glass, reported title " <i>Executive Dir.</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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	7 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 (Bette Glass) 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 96 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,800 is reasonable (approximately the 7th 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.