

Refugee Youth Solidarity Through Education

Executive Director / CEO

EIN 920282647

RI · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sydney Ryan, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **346** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

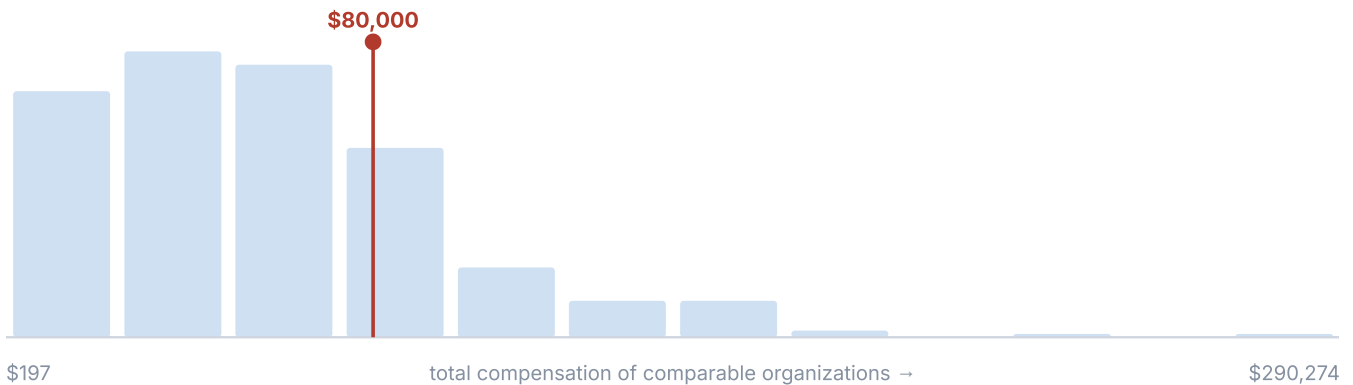
Benchmarked executive: Sydney Ryan — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$159,549 and \$357,201 — 0.67x to 1.50x the subject's \$238,134 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

346 organizations qualified on sector, size, and geography → **346** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,202	\$30,928	\$51,079	\$77,845	\$109,426	\$80,000
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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 RI 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
New York Theological Education Center Inc	NY	\$237,887	President	\$65,081	\$61,331	2024
South Dakota Education Equity Coalition	SD	\$237,679	Executive Director	\$146,490	\$168,605	2024
Unscripted Learning	CA	\$238,654	Executive Director	\$40,009	\$37,094	2023
Litcamp	CA	\$237,327	Executive Dir.	\$49,000	\$42,989	2025
Washington County Leadership	MD	\$239,160	Executive Di	\$94,136	\$91,783	2024
Pharmacy Leadership & Education	MI	\$239,271	Board Member	\$6,515	\$7,220	2023
Building From Below	NC	\$236,855	President	\$33,800	\$36,422	2024
Elim Childrens Center Inc	MN	\$239,451	President/ceo	\$137,532	\$141,725	2024
Texas Youth Foundation	TX	\$236,240	Founder & President	\$52,768	\$55,048	2024
Center For Learn Local	MI	\$240,441	Cio	\$43,000	\$47,654	2023
Osiris Organization	MN	\$235,558	Executive Director	\$41,250	\$42,508	2024
Career Gear Houston	TX	\$240,960	Executive Director	\$20,050	\$21,534	2023
Mental Health Association Of Portland	OR	\$235,080	Secretary	\$41,232	\$41,112	2023
Alaska Society For Technology In	AK	\$241,266	Executive Dir.	\$26,500	\$25,741	2025
Rising River Corporation	OH	\$234,698	Manager	\$44,950	\$49,651	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Youth Science Academy Inc	GA	\$241,924	President And Ceo	\$13,292	\$14,350	2023
Books Are Wings	RI	\$242,135	Executive Director	\$49,657	\$51,124	2023
Journalism And Women Symposium	MI	\$233,838	Executive Director	\$54,667	\$60,584	2023
Grand Valley Equine Assisted	CO	\$233,800	President	\$17,769	\$17,769	2024
Teachers Association Of Lee County	FL	\$233,694	Vice President	\$2,099	\$2,056	2024
Tree Foundation Inc	FL	\$242,588	Executive Director	\$50,000	\$47,723	2025
New York State Science Olympiad Inc	NY	\$233,412	Treasurer	\$13,500	\$12,394	2025
New Beginnings Pregnancy Services Inc	AR	\$232,407	Director	\$42,414	\$49,720	2024
Youthlaunch Inc	TX	\$232,340	Executive Director	\$108,333	\$110,101	2025
Bluegrass Institute For Public Policy So	KY	\$232,293	President	\$64,834	\$70,770	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 **346** organizations. Compensation range \$197–\$290,274; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$238,134); for reference, expenses \$229,847 and assets \$15,879.
ROLE MATCH	Sydney Ryan, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	78 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	82 nd
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 (Sydney 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 346 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 78th 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.