

Radnor A Better Chance Inc

Executive Director / CEO

EIN 237166553

PA · NTEE P73Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Candyce Wilson, Executive Director / CEO** (\$41,779) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

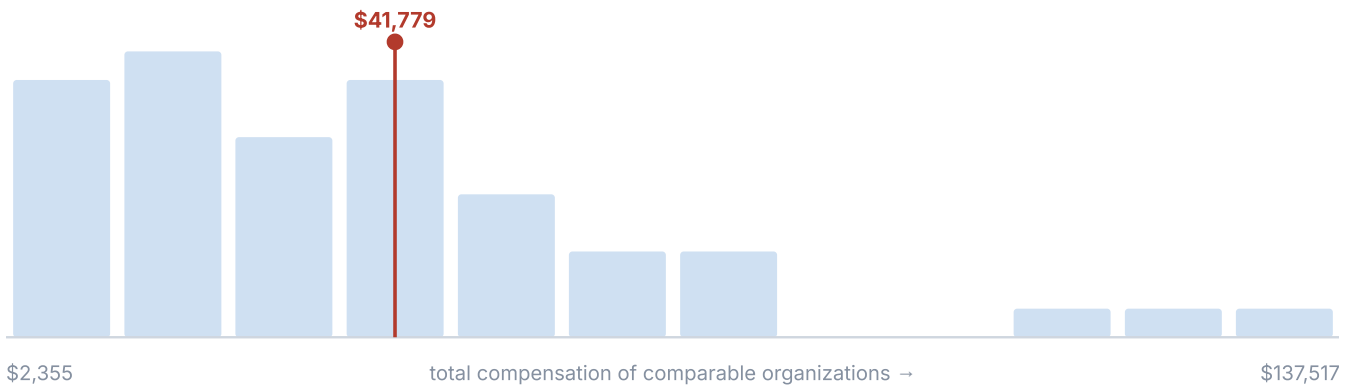
Benchmarked executive: Candyce Wilson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P73Z).
BUDGET	Total revenue between \$201,208 and \$450,466 — 0.67x to 1.50x the subject's \$300,311 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,211	\$21,863	\$33,597	\$49,000	\$71,210	\$41,779
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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 PA 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
Jawonio Residential Opportunities II Inc	NY	\$293,969	Chief Executive Officer	\$72,553	\$65,743	2024
Duval Association For Residential Care	FL	\$293,710	Executive Director	\$2,500	\$2,355	2024
Arbor Court Inc	CA	\$307,715	President	\$37,687	\$33,597	2023
Wfeh Incorporated	NC	\$308,369	President	\$15,432	\$15,990	2024
A Seat At The Table	MO	\$287,838	Executive Director/board Director	\$44,792	\$47,573	2024
Sarahs House	CA	\$325,954	Executive Director	\$73,560	\$63,695	2024
The Marc Foundation	AZ	\$327,536	Ceo	\$47,886	\$46,181	2024
Help Housing For The Disabled Inc	OH	\$258,792	President/ceo	\$38,166	\$40,536	2024
Hilo Arc Housing Corporation No 1	HI	\$258,592	President And Ceo	\$7,224	\$6,677	2023
Transitional Housing Inc	IL	\$256,265	Chief Executive Officer	\$29,764	\$30,209	2023
Lto Ventures	TX	\$254,198	President & Ceo	\$113,000	\$116,697	2023
Hogar Forjadores De Esperanza Inc	PR	\$346,552	Executive Director	\$31,200	\$31,200	2024
Greater Chattanooga Christian Services Inc	TN	\$253,028	Administrator	\$21,240	\$22,388	2024
St Patrick Homes Inc	MD	\$347,594	Executive Director	\$122,291	\$114,648	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Special Residential Opportunities Inc	NY	\$252,587	President	\$39,934	\$36,186	2024
Springwood Estates Inc	FL	\$250,432	President And Ceo	\$13,187	\$12,423	2024
Helpers Community Inc	CA	\$353,675	Executive Dir.	\$154,259	\$137,517	2023
Welcome Home Housing Inc	CA	\$242,300	Executive Dir.	\$43,833	\$39,076	2023
Project Hope Inc	WI	\$236,994	Personal Care Worker	\$18,145	\$20,366	2022
North Square Gateway Terrace Inc	CT	\$236,137	President	\$13,943	\$13,109	2024
Domicilia Inc	MA	\$370,853	Ceo	\$20,085	\$18,099	2024
Ashland County Residential Services	OH	\$229,128	Operations M	\$7,589	\$8,298	2023
United Cerebral Palsy Group Homes Inc	FL	\$228,719	President & Ceo	\$30,973	\$29,177	2024
Women In Community Services Inc	NE	\$372,779	Executive Di	\$32,659	\$35,224	2024
Fairhaven Ministry Of Faith Hope & Love	LA	\$224,626	Director	\$19,800	\$21,863	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **49** organizations. Compensation range \$2,355–\$137,517; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$300,311); for reference, expenses \$260,116 and assets \$749,493.
ROLE MATCH	Candyce Wilson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	65 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	22 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 (Candyce Wilson) 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 49 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,779 is reasonable (approximately the 65th 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.