

Radiant Hope

Executive Director / CEO

This analysis benchmarks the total compensation of **Joanna Dennstaedt, Executive Director / CEO** (\$59,500) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

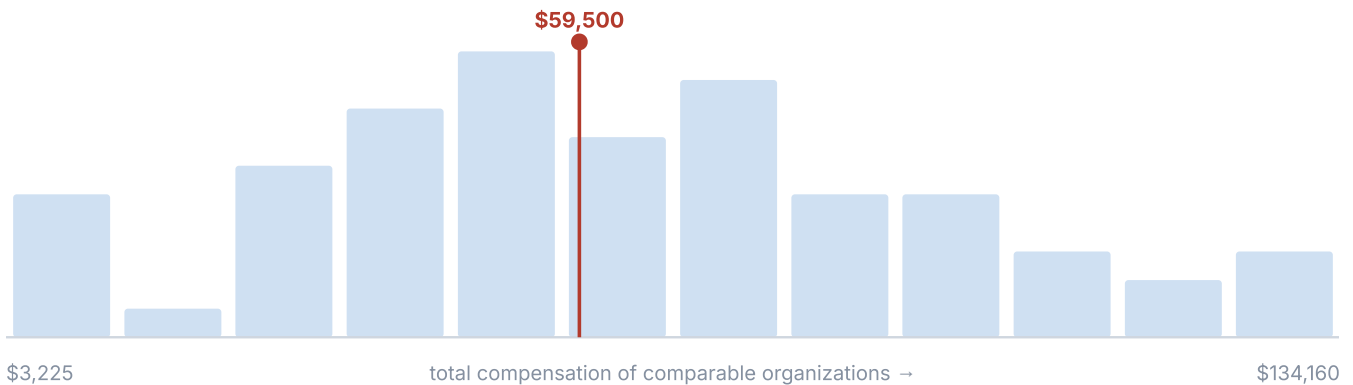
Benchmarked executive: Joanna Dennstaedt — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E86).
BUDGET	Total revenue between \$262,085 and \$586,759 — 0.67x to 1.50x the subject's \$391,173 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E86), nationwide + budget 0.67–1.5x revenue.

64 organizations qualified on sector, size, and geography → **64** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,940	\$39,025	\$62,381	\$87,033	\$109,610	\$59,500
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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
Veterans2veterans Group	NH	\$389,519	President	\$3,383	\$3,225	2023
Domus Pacis Family Respite Inc	CO	\$399,822	Executive Director	\$92,000	\$91,074	2023
Claire's Place Foundation Inc	CA	\$378,719	Ed And Board Secretary	\$86,500	\$74,900	2024
Griffin's Guardians Inc	NY	\$404,424	President	\$61,462	\$55,693	2024
Verdecares Inc	AZ	\$374,099	Executive Director	\$49,647	\$49,293	2023
Young Adult Survivors United	PA	\$371,993	Executive Director	\$75,000	\$75,000	2024
Friends Of Patients At The Nih Inc	MD	\$368,164	Chief Executive Officer	\$120,518	\$116,323	2023
Chelsea Hicks Foundation	OR	\$415,127	Ceo	\$78,090	\$72,720	2024
Hunter Hospitality House Inc	MI	\$365,651	Executive Director	\$53,531	\$57,043	2023
His Kids Inc	IL	\$365,319	Secretary	\$12,000	\$12,679	2022
Neuroendocrine Cancer Foundation	CA	\$418,963	Director, Executive Director, Treasurer	\$82,016	\$71,017	2024
Children Of Bellevue Inc	NY	\$419,084	Executive Director Until 10/2024	\$148,058	\$134,160	2024
Parkinson's Body And Mind Inc	CT	\$359,945	Executive Director	\$118,917	\$111,807	2024
Doula Program To Accompany And Comfort	NY	\$358,318	Executive Dir.	\$120,000	\$108,736	2024
Melodic Caring Project	WA	\$357,898	President/ceo	\$80,000	\$73,945	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Restoring Hope Transplant House	WI	\$350,781	Executive Director	\$66,085	\$71,252	2023
The Holiday Heroes Foundation Inc	IL	\$433,342	Executive Di	\$82,500	\$81,332	2024
Our Promise Cancer Resources	AR	\$348,767	Executive Director	\$60,000	\$67,630	2024
Open Arts Alliance Inc	CT	\$435,833	Executive Dir.	\$3,846	\$3,523	2025
Sobriety Foundation	UT	\$436,521	Advocate	\$12,734	\$13,069	2024
Common Ground Society	CA	\$438,922	—	\$114,708	\$96,765	2025
The Journey Fund	WA	\$343,051	Treasurer	\$45,500	\$40,849	2024
Momcares	MD	\$343,012	Executive Director	\$142,046	\$133,168	2024
Hanson House Foundation Inc	CA	\$445,045	Executive Dir.	\$55,086	\$49,108	2023
Kaitlyn's Cottage Inc	OH	\$447,376	Trustee/ceo	\$14,012	\$14,882	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	64 organizations. Compensation range \$3,225–\$134,160; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$391,173); for reference, expenses \$333,825 and assets \$481,123.
ROLE MATCH	Joanna Dennstaedt, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	47 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	42 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 (Joanna Dennstaedt) 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 64 similarly situated organizations (Same NTEE sector (E86), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,500 is reasonable (approximately the 47th 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.