

The Radiance Technique Interna

Executive Director / CEO

EIN 581401966

FL · NTEE F71Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shoshana Shay, Executive Director / CEO** (\$20,580) against **every comparable organization** that fit the selection criteria — **771** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

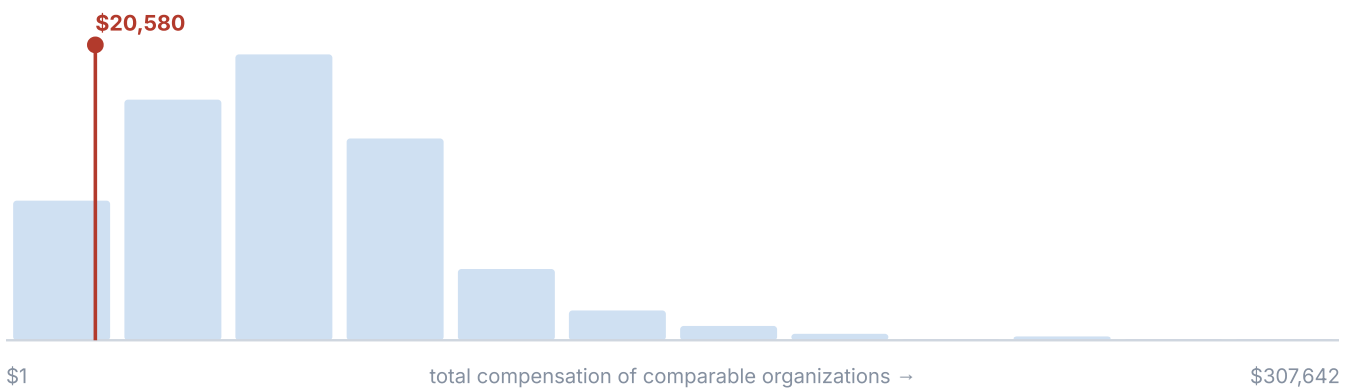
Benchmarked executive: Shoshana Shay — reported title “Sec Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F71Z).
BUDGET	Total revenue between \$219,161 and \$490,659 — 0.67x to 1.50x the subject's \$327,106 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

771 organizations qualified on sector, size, and geography → **771** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,687	\$37,204	\$61,948	\$84,498	\$109,173	\$20,580
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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 FL 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
Everybody Loves Kenny Inc	NJ	\$327,235	Vice President	\$49,800	\$47,331	2024
Project Discovery Inc	NV	\$326,616	President	\$70,200	\$74,904	2024
Peace Restored Inc	IN	\$326,549	Executive Director	\$37,500	\$42,096	2024
West County Medical Corp	CA	\$327,915	Director Of Administration	\$19,000	\$17,980	2023
Make A Difference	TN	\$326,126	Executive Director	\$60,000	\$67,135	2024
Comeback Yoga	CO	\$325,609	Executive Director	\$106,420	\$108,624	2024
Kidz Can Corporation	NJ	\$329,009	President	\$44,200	\$42,008	2024
Anchored Hope Counseling	KY	\$329,102	President/cl	\$73,340	\$83,875	2024
Freedom House Ministries Inc	OR	\$329,121	Pres/exec Dir	\$78,915	\$78,011	2024
Cenfam	AR	\$329,363	President	\$34,491	\$42,489	2023
Darjune Foundation Inc	WI	\$324,627	President	\$17,380	\$19,321	2024
St Bernard Parish Adult Drug Court Inc	LA	\$324,421	Daigle	\$58,811	\$70,971	2023
A Peace Of Mind Inc	PA	\$324,326	Executive Director	\$43,805	\$46,501	2024
Phillips County Coalition For Healthy	MT	\$323,786	Executive Director	\$21,825	\$25,783	2023
Brilora Fertility Foundation	MI	\$323,669	President	\$32,692	\$35,920	2024
Family Alliance Of Paulding Inc	GA	\$323,600	Executive Director	\$39,186	\$44,950	2022
Recovery Community Network Inc	MN	\$330,973	Director	\$58,240	\$63,068	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lotus Recovery Homes Inc	WI	\$323,079	Executive Director	\$52,291	\$59,850	2023
U-turn For Christ New Mexico	NM	\$331,246	Pastor	\$32,100	\$37,837	2023
2nd Chance Ministry Inc	FL	\$331,454	Director	\$25,000	\$25,738	2023
Nami Broward County Inc	FL	\$331,789	Ceo	\$123,775	\$123,775	2024
Recovery Resource Center Inc	MD	\$331,915	Executive Director	\$61,954	\$61,656	2024
Coalition For Youth Drug Abuse	AZ	\$322,094	President	\$52,000	\$54,807	2023
Unicoi County Prevention Coalition Inc	TN	\$322,089	Director	\$57,183	\$63,983	2024
Point Of Return Inc	SC	\$332,201	President	\$58,455	\$66,833	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	771 organizations. Compensation range \$1–\$307,642; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$327,106); for reference, expenses \$76,598 and assets \$951,371. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Shoshana Shay, reported title " <i>Sec Treasurer</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	9 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 (Shoshana Shay) 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 771 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,580 is reasonable (approximately the 11th 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.