

Radfords Representative Payee Serv

Executive Director / CEO

EIN 710936138

KS · NTEE P02

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Wayne A Radford, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **1524** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Wayne A Radford — reported title “PresidentTreasurer”, 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 (P02).
BUDGET	Total revenue between \$103,149 and \$230,931 — 0.67x to 1.50x the subject's \$153,954 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

1,524 organizations qualified on sector, size, and geography → **1,524** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,710	\$19,584	\$35,009	\$54,003	\$71,024	\$90,000
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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 KS 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
Mother Of Mercy Foundation	MN	\$153,964	Foundation Executive Director	\$35,509	\$32,478	2024
Providence World Ministries Inc	TN	\$153,864	Ceo	\$104,312	\$104,490	2023
Long Island Coalition Against Bullying	NY	\$153,708	Executive Director	\$56,160	\$46,974	2024
Wimberley Senior Citizens	TX	\$153,672	Director	\$42,340	\$39,204	2024
Mckinley Iii Inc	IL	\$154,282	President	\$31,395	\$29,413	2023
Tri County Community Health Fund	WA	\$154,307	Director	\$57,970	\$48,041	2024
Goodwill Ventures	IN	\$153,600	Board Member	\$27,429	\$26,775	2024
Brookhaven Outreach Ministries	MS	\$154,346	President	\$15,700	\$16,664	2023
A Brighter Day	CA	\$154,387	Business Develo	\$77,000	\$61,545	2024
Rosie's Ranch	CO	\$153,411	Founder	\$36,000	\$31,953	2024
Mudcastle	MN	\$154,581	President	\$13,500	\$14,293	2021
Nashville Supportive Housing Inc	MN	\$153,326	President/tr	\$65,715	\$61,880	2023
Arts In Action Inc	WV	\$153,275	Director	\$14,167	\$14,199	2024
Hub Homeless Services Inc	WI	\$153,094	Executive Director	\$44,040	\$43,831	2023
Utah Police Civilian Association	UT	\$153,038	President	\$37,250	\$35,289	2024
Tailored For Success Inc	MA	\$153,028	Executive Director	\$45,600	\$37,930	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Colorado Black Caucus	CO	\$154,950	Executive Director	\$32,000	\$28,402	2024
Catalyst Center Inc	KY	\$152,772	Excutive Director	\$30,750	\$30,580	2024
Adoption Solutions Of Maine	ME	\$152,735	President	\$28,500	\$27,196	2023
Life Styles Foundation Inc	AR	\$155,173	Executive Director	\$10,246	\$10,386	2025
Shepherd Place Inc	KY	\$152,670	Executive Director	\$62,966	\$62,618	2024
Cardiostart Resale Thrift	OR	\$152,668	Director	\$44,000	\$37,822	2024
Hear Me Now Inc	ME	\$152,647	Executive Director	\$113,596	\$108,399	2023
Flushing Jewish Community Council I	NY	\$152,579	Executive Di	\$21,000	\$17,113	2025
Lowcountry Alliance For Model Communitie	SC	\$155,380	Co-executive Director	\$21,692	\$20,947	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	1524 organizations. Compensation range \$104–\$354,238; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$153,954); for reference, expenses \$159,565 and assets \$10,397.
ROLE MATCH	Wayne A Radford, reported title <i>"PresidentTreasurer"</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	240 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 35 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	95 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	81 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 (Wayne A Radford) 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 10, 2026, comparing compensation against 1524 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 95th 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 10, 2026.