

Twin Pines Apartments Inc

Executive Director / CEO

EIN 820476202

ID · NTEE L200

FY ending 2024-10-31

June 9, 2026

This analysis benchmarks the total compensation of **John Radford, Executive Director / CEO** (\$6,686) against **every comparable organization** that fit the selection criteria — **299** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

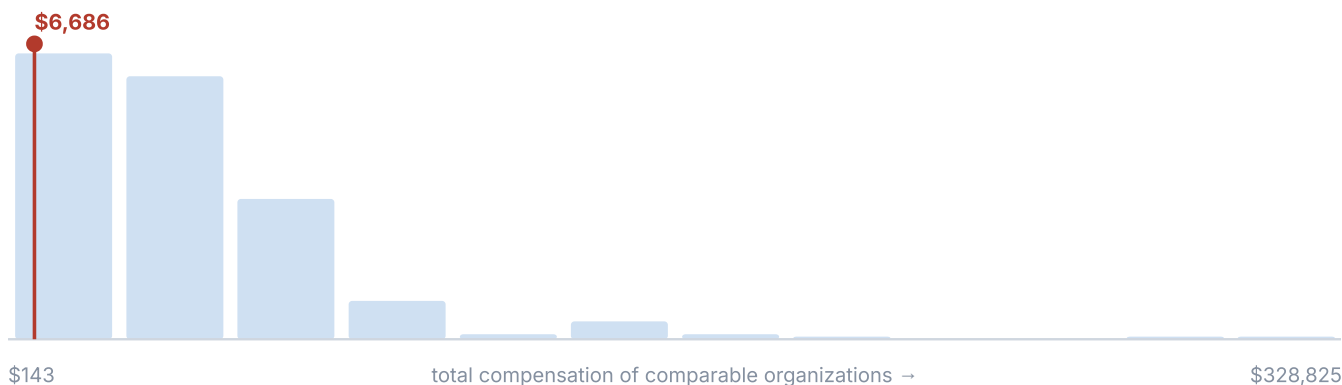
Benchmarked executive: John Radford — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L200).
BUDGET	Total revenue between \$208,205 and \$466,131 — 0.67x to 1.50x the subject's \$310,754 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

299 organizations qualified on sector, size, and geography → **299** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,769	\$17,376	\$35,087	\$56,467	\$80,684	\$6,686
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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 ID 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
Rainbow Horizons	CA	\$311,306	President & Ceo Of New Horizons	\$8,068	\$6,742	2023
Stoney Pinecharities Housing Corp	CA	\$311,730	President (Thru 12/24)	\$51,561	\$41,853	2024
Neighborhood Housing Inc	WI	\$311,968	President	\$38,280	\$37,581	2024
Safe Haven Transitional Inc	GA	\$314,571	Exec Director	\$70,042	\$68,159	2023
Martin Luther King Housing Development Association	WA	\$306,914	Interim Executive Director	\$78,000	\$65,646	2024
Memphis Chamber Foundation	TN	\$314,663	President	\$48,815	\$49,659	2023
Fulton Gardens Ii Corporation	TX	\$306,407	President	\$13,180	\$12,394	2024
Nautical Affordable Housing Inc	TX	\$306,354	Executive Di	\$233,050	\$219,144	2024
Affordable Housing First Corp	FL	\$306,100	President	\$7,500	\$6,623	2024
Girard Lutheran Housing Corporation	PA	\$315,473	Chief Executive Officer	\$39,302	\$37,931	2023
Operation Tiny Home	OR	\$305,192	Executive Director	\$29,330	\$24,944	2025
Robbins Way Senior Housing	MN	\$304,582	Executive Vice President	\$18,918	\$18,091	2023
Self-help Housing Corporation Of	HI	\$304,128	Executive Director	\$195,734	\$164,734	2024
United Church Residences Of Brilliant	OH	\$303,267	Treasurer	\$34,230	\$35,087	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Clinton House Nonprofit Housing	MI	\$302,831	Top Management Official	\$17,610	\$17,087	2024
Vista Affordable Housing	MI	\$302,533	President - Vah, Director	\$22,630	\$22,605	2023
Community Home Builders And Associates	CA	\$319,711	President	\$63,791	\$51,781	2024
Second Wind Cottages Inc	NY	\$319,875	Executive Director	\$27,100	\$23,699	2023
Pinellas Property Management Compan	FL	\$301,359	Secretary	\$51,613	\$46,926	2023
Chadwick Apartments Inc	NC	\$320,374	President	\$15,432	\$14,989	2024
Somerset Court Apartments Inc	VA	\$321,674	Ceo/president	\$59,710	\$54,196	2024
Snyder-union-northumberland Habitat	PA	\$299,819	Prior Dev. O	\$14,127	\$13,243	2024
Deaf-reach Housing Inc	DC	\$299,051	Executive Director	\$84,137	\$71,455	2023
Cdla Inc	CA	\$298,739	President	\$43,669	\$36,494	2023
Heartland Sawyer Gardens Inc	IL	\$324,810	President/ceo (Part Year)	\$64,935	\$60,011	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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 **299** organizations. Compensation range \$143–\$328,825; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$310,754); for reference, expenses \$339,741 and assets \$655,171.
ROLE MATCH	John Radford, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	188 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	8 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	31 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 (John 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 9, 2026, comparing compensation against 299 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,686 is reasonable (approximately the 8th 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.