

# Radiate Coalition

Executive Director / CEO

EIN 832371808

TX · NTEE P11

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Perry, Executive Director / CEO** (\$29,744) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57<sup>th</sup>** percentile of comparable organizations within the typical range

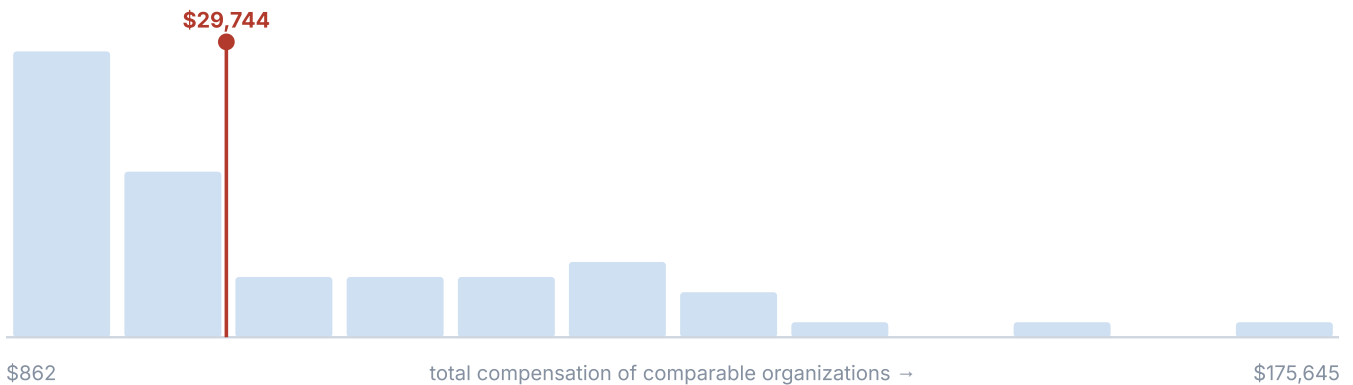
**Benchmarked executive:** Michael Perry — reported title “CEO/PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P11).
BUDGET	Total revenue between \$177,855 and \$398,184 — 0.67x to 1.50x the subject's \$265,456 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

**53** organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,468	\$11,569	\$25,659	\$62,941	\$89,740	\$29,744
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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 TX 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
<a href="#">Old North End Community Center</a>	VT	\$264,429	President	\$3,050	<b>\$2,980</b>	2024
<a href="#">Grace Medical Home Foundation Inc</a>	FL	\$272,213	Ceo	\$30,830	<b>\$28,122</b>	2024
<a href="#">Vogel Alcove Foundation</a>	TX	\$272,565	President & Ceo	\$46,458	<b>\$46,458</b>	2023
<a href="#">Starkey Foundation Inc</a>	KS	\$272,592	Coo	\$17,410	<b>\$18,803</b>	2023
<a href="#">Rainbow Defense Fund Inc</a>	AZ	\$275,065	Director	\$71,961	<b>\$69,185</b>	2023
<a href="#">The Arc Greater Hudson Valley Foundation</a>	NY	\$279,031	Executive Director (Started 3/23)	\$51,546	<b>\$46,564</b>	2023
<a href="#">Goodwill Industries Of The Southern</a>	NC	\$279,662	Assistant Sec/treasurer	\$30,403	<b>\$30,504</b>	2024
<a href="#">Central Florida Ymca Foundation Inc</a>	FL	\$280,740	Ceo/president	\$29,137	<b>\$26,578</b>	2024
<a href="#">Eliada Foundation Inc</a>	NC	\$281,463	Ceo	\$8,058	<b>\$8,085</b>	2024
<a href="#">Buildup Steam Inc</a>	MI	\$282,313	President	\$87,614	<b>\$90,404</b>	2023
<a href="#">Ach Landowner lii</a>	TX	\$247,485	Ceo	\$26,417	<b>\$25,659</b>	2024
<a href="#">Children's Advocacy Center</a>	NV	\$285,800	Executive Di	\$58,461	<b>\$55,434</b>	2025
<a href="#">A Second Chance Charitable Foundation</a>	PA	\$244,959	President & Chairperson	\$6,886	<b>\$6,667</b>	2024
<a href="#">Heart Gallery Of New Mexico</a>	NM	\$244,874	Executive Di	\$60,000	<b>\$64,513</b>	2023
<a href="#">East Bay Foundation On Aging</a>	CA	\$287,286	Treasurer	\$43,886	<b>\$37,884</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Providence State Street Housing</a>	NY	\$242,726	President	\$2,810	<b>\$2,538</b>	2023
<a href="#">First Growth Children &amp; Family Charities</a>	OR	\$240,347	Acting Executive Director	\$106,933	<b>\$93,940</b>	2025
<a href="#">Companeros International</a>	TX	\$297,875	Vice President	\$97,343	<b>\$97,343</b>	2023
<a href="#">Caf Property Inc</a>	CA	\$232,532	Secretary & Treasurer	\$2,214	<b>\$1,808</b>	2025
<a href="#">Jim Troxell Foundation</a>	AZ	\$298,426	President	\$924	<b>\$862</b>	2024
<a href="#">Marriage Encounter Support Foundation</a>	IA	\$299,121	Executive Director	\$124,120	<b>\$131,963</b>	2024
<a href="#">Doves Incorporated</a>	AZ	\$299,368	President & Ceo	\$27,056	<b>\$26,012</b>	2023
<a href="#">Indian Creek Caring Foundation</a>	PA	\$308,631	Ceo	\$8,830	<b>\$8,551</b>	2024
<a href="#">Silver Key Senior Services Foundation</a>	CO	\$219,159	Ceo And President	\$12,143	<b>\$11,640</b>	2023
<a href="#">Hope Ventures Inc</a>	CA	\$216,685	President & Ceo	\$75,000	<b>\$62,885</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 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 TX 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 53 organizations. Compensation range \$862–\$175,645; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$265,456); for reference, expenses \$381,619 and assets \$180,823. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Michael Perry, reported title " <i>CEO/PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	1 peer 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	57 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	55 <sup>th</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	4 <sup>th</sup>

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 (Michael Perry) 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 53 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,744 is reasonable (approximately the 57<sup>th</sup> 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.