

# Father Bill Atkinson Center

Executive Director / CEO

EIN 862274287

PA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anne Van De Weghe Kinsella, Executive Director / CEO** (\$33,852) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Anne Van De Weghe Kinsella — reported title “Program Manager”, 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 (P20).

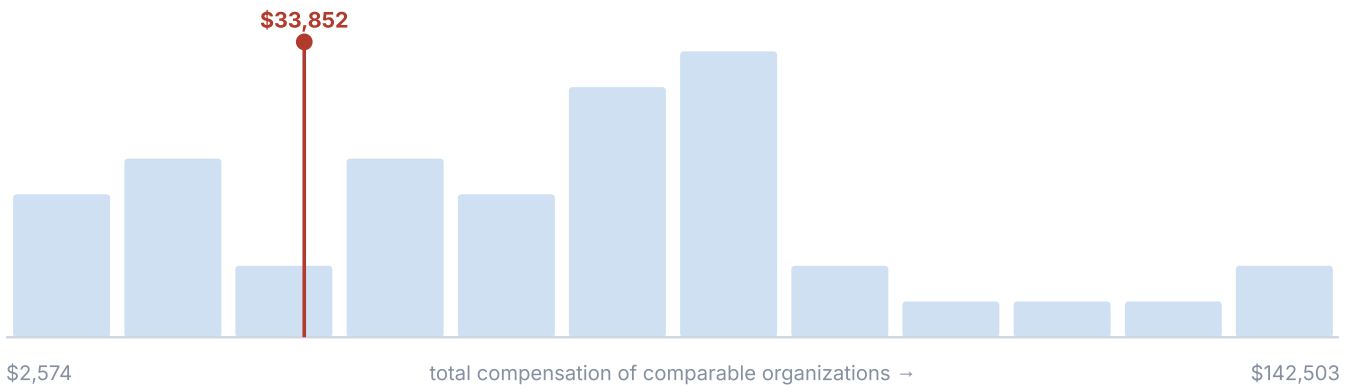
**BUDGET** Total revenue between \$220,916 and \$494,589 — 0.67x to 1.50x the subject's \$329,726 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20) + PA + budget 0.67–1.5x revenue.

**42** organizations qualified on sector, size, and geography

→ **42** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,176	\$36,206	\$62,463	\$79,569	\$97,300	\$33,852
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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
<a href="#">Blue Mountain Escape Inc</a>	PA	\$326,936	Manager	\$20,560	<b>\$20,560</b>	2024
<a href="#">Philadelphia Grace Project Inc</a>	PA	\$335,113	President/founder	\$25,000	<b>\$25,738</b>	2023
<a href="#">African Missions Project Inc</a>	PA	\$336,934	Executive Director	\$9,850	<b>\$9,850</b>	2024
<a href="#">Central Outreach Resource And Refer</a>	PA	\$339,015	Ex Dir	\$142,503	<b>\$142,503</b>	2024
<a href="#">Refuge For The Poor</a>	PA	\$342,807	President	\$3,600	<b>\$3,600</b>	2024
<a href="#">P Michael Boone Foundation Inc</a>	PA	\$313,011	President	\$3,450	<b>\$3,450</b>	2024
<a href="#">Northeast Community Center</a>	PA	\$296,841	Executive Di	\$84,723	<b>\$84,723</b>	2024
<a href="#">Hope Inspire Love Inc</a>	PA	\$292,395	President &	\$55,500	<b>\$57,139</b>	2023
<a href="#">Sunday Love Project</a>	PA	\$292,020	Executive Di	\$66,983	<b>\$68,961</b>	2023
<a href="#">International House Philadelphia Inc</a>	PA	\$369,626	President & Ceo (Until 10/22)	\$118,001	<b>\$121,486</b>	2023
<a href="#">Sweet Grace Ministries</a>	PA	\$289,134	President/ex	\$45,898	<b>\$47,254</b>	2023
<a href="#">Germantown Avenue Crisis Ministry</a>	PA	\$372,355	Executive Director	\$64,226	<b>\$62,570</b>	2025
<a href="#">Small Town Hope Inc</a>	PA	\$379,615	Executive Director	\$20,935	<b>\$21,553</b>	2023
<a href="#">A Broader View Volunteers Corp</a>	PA	\$275,743	Employee	\$16,800	<b>\$16,800</b>	2024
<a href="#">Candy's Place</a>	PA	\$273,900	Director	\$79,385	<b>\$81,730</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Technology Learning Collaborative</a>	PA	\$385,578	Executive Director	\$79,355	<b>\$79,355</b>	2024
<a href="#">Pediatric Palliative Care Coalition</a>	PA	\$273,629	Executive Director	\$53,900	<b>\$53,900</b>	2024
<a href="#">Pottstown Beacon Of Hope</a>	PA	\$270,745	Executive Director	\$109,660	<b>\$112,899</b>	2023
<a href="#">Laughing At My Nightmare Inc</a>	PA	\$266,898	Vice Pres/treas/secrty	\$64,200	<b>\$66,096</b>	2023
<a href="#">Don Mills Achievement Center</a>	PA	\$266,361	Executive Director Through 12/31/2022	\$68,484	<b>\$70,507</b>	2023
<a href="#">Strawberry Mansion Neighborhood Action Center</a>	PA	\$263,930	Executive Director	\$79,368	<b>\$79,368</b>	2024
<a href="#">Thompson Social Services Inc</a>	PA	\$261,381	President	\$74,700	<b>\$74,700</b>	2024
<a href="#">Bridge Of Hope Harrisburg Area</a>	PA	\$259,996	Executive Director	\$81,743	<b>\$79,636</b>	2025
<a href="#">Women's Wellness Spa(ce)</a>	PA	\$401,009	President	\$97,500	<b>\$97,500</b>	2024
<a href="#">Family Promise Of Carbon County</a>	PA	\$401,063	Executive Director	\$66,950	<b>\$66,950</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	42 organizations. Compensation range \$2,574–\$142,503; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$329,726); for reference, expenses \$345,781 and assets \$56,063.
ROLE MATCH	Anne Van De Weghe Kinsella, reported title " <i>Program Manager</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	24 <sup>th</sup>
All sources (D + E + F), adjusted	24 <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 (Anne Van De Weghe Kinsella) 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 42 similarly situated organizations (Same NTEE sector (P20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,852 is reasonable (approximately the 24<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.