

New Beginnings Outreach Inc

Executive Director / CEO

EIN 201959562

NY · NTEE P33

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Bernadette Everette, Executive Director / CEO** (\$11,000) against **every comparable organization** that fit the selection criteria — **372** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Bernadette Everette — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

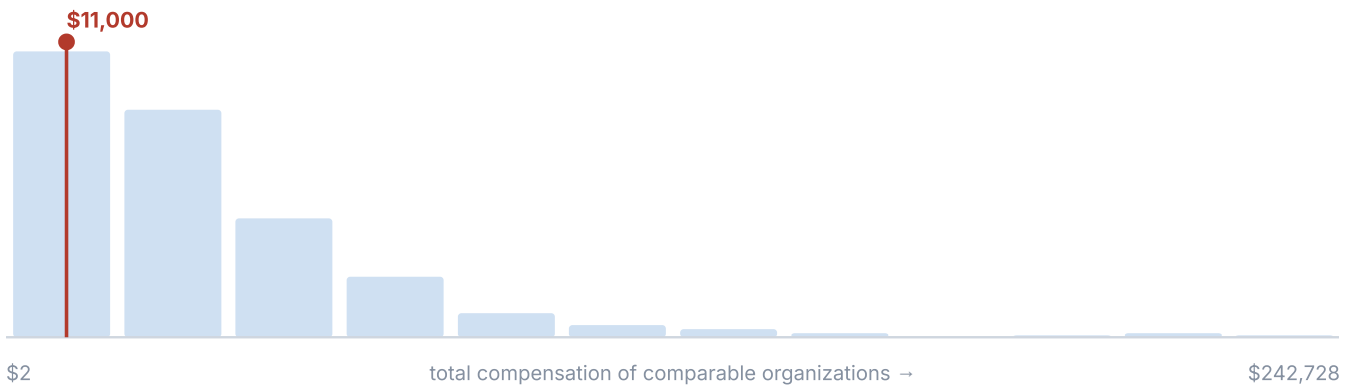
SECTOR Organizations sharing the subject's NTEE classification (P33).

BUDGET Total revenue between \$44,095 and \$98,721 — 0.67x to 1.50x the subject's \$65,814 (the band tightens as size grows).

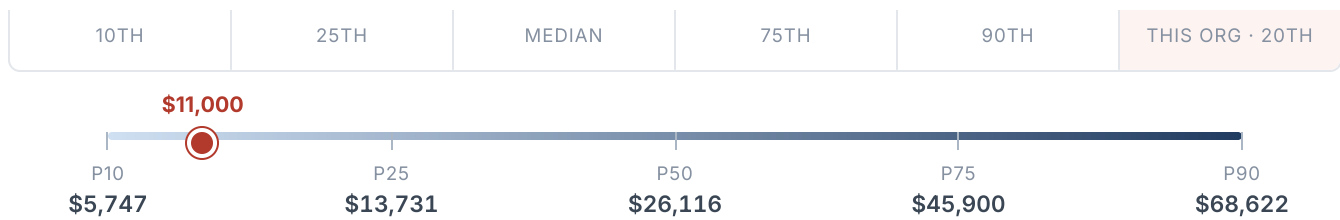
GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

372 organizations qualified on sector, size, and geography → **372** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,747	\$13,731	\$26,116	\$45,900	\$68,622	\$11,000
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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 NY 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
Infinity Equine Therapy Inc	NJ	\$65,726	Secretary	\$3,200	\$3,162	2024
Floyd Kress Inc	MD	\$65,705	President	\$20,272	\$21,593	2023
One Percent For America Inc	MA	\$65,994	Ceo & Ex-officio Board Member	\$244,082	\$242,728	2024
Get America Working Inc	VA	\$66,075	President	\$53,090	\$58,403	2023
Mohonk Education & Neuropsychological Foundation Inc	CT	\$65,483	Executive Director	\$17,917	\$18,591	2024
Alpha Omega Kappa Inc	NV	\$66,159	Vp, Treasurer, Secretary,	\$32,000	\$35,497	2024
Vesta Severn Inc	MD	\$66,228	President	\$21,417	\$22,158	2024
Family Ministries Of America Inc	NC	\$65,398	Executive Director	\$50,000	\$57,173	2024
Wilmington Hope House	OH	\$66,254	Director	\$19,544	\$22,908	2024
Im Young And Empowered Inc	NV	\$66,379	Secretary	\$31,800	\$36,317	2023
By Provision	AL	\$65,242	Executive Di	\$44,300	\$54,528	2023
Loaves And Fishes International Inc	FL	\$65,242	Asst Manager	\$24,000	\$25,688	2023
Independence House	VA	\$66,389	Executive Director	\$15,818	\$16,902	2024
Wellness Works Inc	AK	\$65,228	President	\$7,364	\$7,791	2024
The Servants Portion Inc	OH	\$65,224	Director	\$6,800	\$7,970	2024
Francis Foundation Inc	VT	\$66,407	Executive Director	\$115,126	\$128,236	2024
United Way Of Central Mo Foundation	MO	\$65,045	President	\$3,603	\$4,223	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Diaper Bank Of Greater Cleveland	OH	\$66,633	Executive Director	\$26,000	\$31,375	2023
Lewis County Senior Citizens Inc	TN	\$66,770	Executive Director	\$25,000	\$29,081	2024
Society Of St Vincent De Paul	MO	\$64,799	Ceo-resigned 9/13/2024	\$36,739	\$43,062	2024
Vida Spiritual Learning Center Inc	CA	\$64,776	Spiritual Director	\$44,808	\$42,818	2024
Judson Center Staffing Solutions Inc	MI	\$64,731	President & Ceo	\$27,814	\$31,771	2024
Gateway Apartments Inc	AR	\$66,915	Executive Director	\$21,642	\$27,716	2023
Peaceful Knights Inc	PA	\$66,941	Executive Director	\$6,000	\$6,817	2023
The Foundation Of I Inc	HI	\$64,671	President	\$15,000	\$15,301	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	372 organizations. Compensation range \$2–\$242,728; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$65,814); for reference, expenses \$64,165 and assets \$532,862.
ROLE MATCH	Bernadette Everette, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	125 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	20 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	15 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 (Bernadette Everette) 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 372 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,000 is reasonable (approximately the 20th 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.