

New Beginnings Msc Inc

Executive Director / CEO

EIN 203801069

NY · NTEE I83

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Susan Blair, Executive Director / CEO** (\$54,100) against **every comparable organization** that fit the selection criteria — **525** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

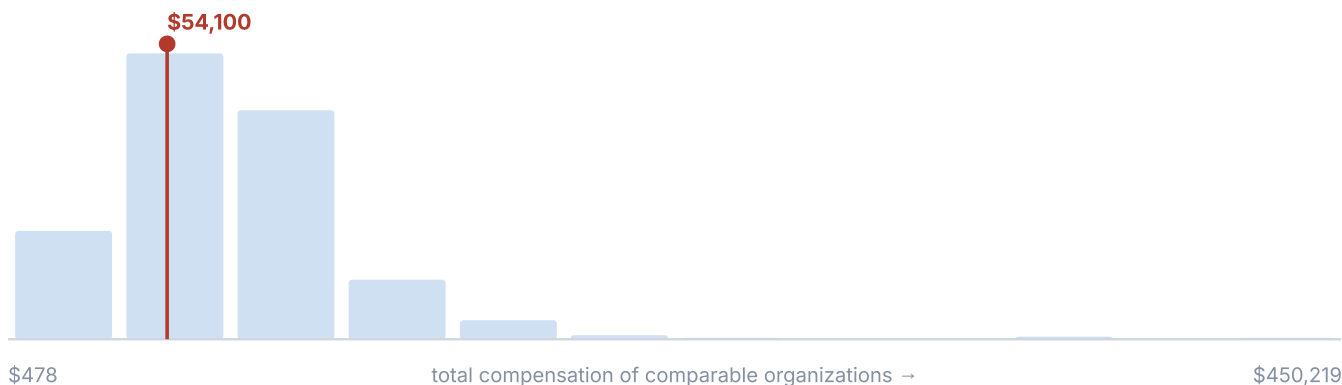
Benchmarked executive: Susan Blair — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I83).
BUDGET	Total revenue between \$214,742 and \$480,766 — 0.67x to 1.50x the subject's \$320,511 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

525 organizations qualified on sector, size, and geography → **525** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,755	\$50,233	\$70,643	\$93,447	\$115,693	\$54,100
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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
Johnston County Youth Services Inc	NC	\$320,372	Executive Di	\$56,656	\$64,784	2024
Soap Project	OH	\$320,738	Executive Director & Found	\$24,000	\$28,131	2024
Fear 2 Freedom Inc	VA	\$321,814	Former, Ceo	\$47,454	\$49,399	2025
Exploited Children's Help Organization	KY	\$322,500	Executive Director	\$80,089	\$98,035	2023
Allive Roberts County Inc	SD	\$322,713	Executive Director	\$303,418	\$370,576	2024
Childrens Voice Casa Inc	GA	\$318,188	Executive Dir.	\$66,540	\$76,227	2023
Jane Doe No More Incorporated	CT	\$323,024	President	\$74,312	\$77,107	2024
Great Plains Casa For Kids Inc	TX	\$317,993	Executive Di	\$63,716	\$70,533	2024
Casa Of The High Plains Inc	TX	\$323,108	Executive Di	\$53,594	\$59,328	2024
Forensic Nurse Examiners Of Louisiana	LA	\$317,754	Executive Di	\$40,000	\$50,182	2023
Emergency Legal Responders	LA	\$317,714	Executive Director	\$80,125	\$100,523	2023
Motherhood Beyond Bars Inc	GA	\$323,309	Executive Di	\$46,000	\$51,185	2024
Virginia Anti-violence Project	VA	\$317,662	Executive Director	\$75,000	\$80,139	2024
Mileposts Foundation Inc	FL	\$323,586	President	\$2,119	\$2,203	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gun Violence Prevention Action Committee	IL	\$317,428	Operational Ceo	\$76,000	\$85,128	2023
Public Safety Foundation	MN	\$323,739	Executive Director/director	\$31,500	\$34,445	2024
Sylvania Prevention Alliance	OH	\$317,197	Trustee/exec	\$58,451	\$66,745	2025
Communities For Restorative Justice	MA	\$324,292	Executive Director	\$110,058	\$109,448	2024
Unified Solutions Tribal Community	VA	\$324,568	Executive Dir.	\$146,552	\$156,594	2024
Right Road Ministries	TN	\$315,901	President	\$51,274	\$59,644	2024
Project Cold Case Inc	FL	\$315,211	Executive Director	\$80,135	\$83,309	2024
Celestial Services Inc	CA	\$325,974	Ceo	\$52,500	\$50,169	2024
Social Justice Center Of Albany Inc	NY	\$314,852	Admin Direct	\$23,250	\$23,250	2024
North Carolinians Against Gun	NC	\$326,372	Executive Dir.	\$58,914	\$65,629	2025
Restorative Transitions Inc	NC	\$314,503	Program Director	\$55,475	\$65,308	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 **525** organizations. Compensation range \$478–\$450,219; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$320,511); for reference, expenses \$299,507 and assets \$99,841.

ROLE MATCH	Susan Blair, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	29 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	25 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 (Susan Blair) 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 525 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,100 is reasonable (approximately the 29th 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.