

# New Roots Inc

Executive Director / CEO

EIN 270700459

KY · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karyn Moskowitz, Executive Director / CEO** (\$36,629) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Karyn Moskowitz — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

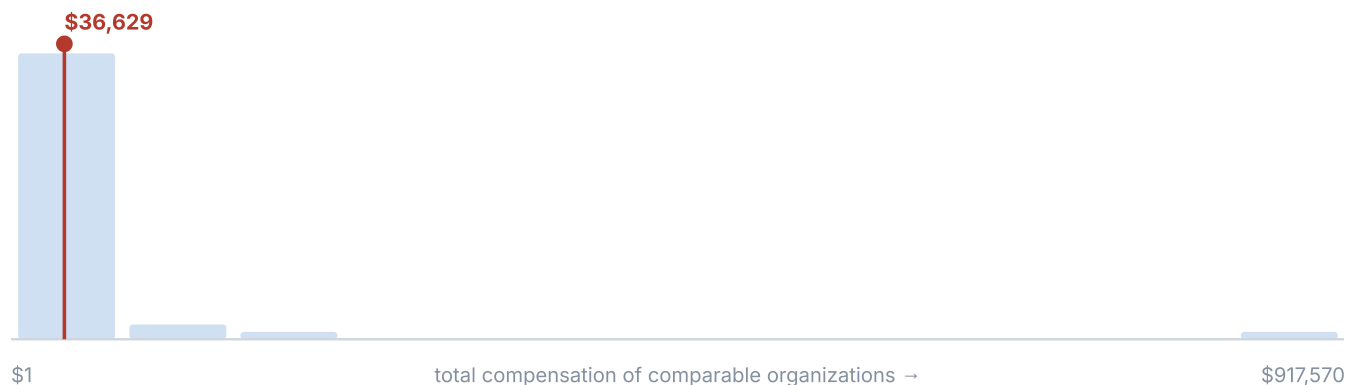
**SECTOR** Organizations sharing the subject's NTEE classification (P20).

**BUDGET** Total revenue between \$9,533 and \$21,343 — 0.67x to 1.50x the subject's \$14,229 (the band tightens as size grows).

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

**43** organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,868

\$6,516

\$23,356

\$34,157

\$70,880

**\$36,629**



## ■ 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 KY 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="#">Abode Community Housing</a>	CA	\$14,271	President	\$29,689	<b>\$23,862</b>	2024
<a href="#">Quinn Community Outreach Corporation</a>	CA	\$14,375	Executive Director	\$1	<b>\$1</b>	2023
<a href="#">League Of United Latin American Citizens</a>	TX	\$14,024	Treasurer	\$2,045	<b>\$1,904</b>	2024
<a href="#">Vladas Seeds Of Life</a>	CA	\$13,683	Ceo	\$3,500	<b>\$2,813</b>	2024
<a href="#">Ray Of Hope Foundation Inc</a>	GA	\$14,800	Exe Director	\$13,000	<b>\$12,166</b>	2024
<a href="#">Word Of Faith Community Development Corp</a>	FL	\$15,076	Executive Dir.	\$7,700	<b>\$6,733</b>	2024
<a href="#">Mary Immaculate Guild Inc</a>	MA	\$15,174	Chairperson/president & Ceo	\$29,137	<b>\$25,091</b>	2023
<a href="#">Thaimex Mission Project Inc</a>	CA	\$13,024	President	\$133,900	<b>\$107,619</b>	2024
<a href="#">Odd Fellows Healthcare Inc</a>	CT	\$15,600	Ceo	\$9,546	<b>\$8,331</b>	2024
<a href="#">Mccurdy Senior Housing Corporation</a>	FL	\$15,656	President	\$210,000	<b>\$189,047</b>	2023
<a href="#">Transitional Services</a>	NY	\$12,692	Secretary	\$36,232	<b>\$30,474</b>	2024
<a href="#">Doxa Foundation Int'l Inc</a>	FL	\$15,769	President	\$9,000	<b>\$8,102</b>	2023
<a href="#">Abundance Ministries</a>	TX	\$15,800	President/treasurer	\$6,800	<b>\$6,518</b>	2023
<a href="#">Helping Hands Development Corporation</a>	OH	\$16,186	Executive Director	\$3,340	<b>\$3,390</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Lesc Foundation Inc</a>	NY	\$17,007	President & Ceo	\$47,915	<b>\$41,490</b>	2023
<a href="#">Child Crisis Arizona Holdings</a>	AZ	\$17,020	Ceo And Board President	\$29,929	<b>\$27,582</b>	2023
<a href="#">Im Support</a>	TX	\$17,186	President & Ceo	\$25,215	<b>\$23,477</b>	2024
<a href="#">Life Choice Solutions Inc</a>	MI	\$11,237	Chief Executive Officer	\$30,500	<b>\$30,168</b>	2023
<a href="#">Esperanza Ministries Inc</a>	IN	\$17,225	Board Member	\$26,000	<b>\$26,274</b>	2023
<a href="#">Distinct Abilities Childrens Center Inc</a>	TX	\$11,069	President	\$26,000	<b>\$24,208</b>	2024
<a href="#">Alan Jay And Sue E Kaufman Family</a>	MI	\$17,553	Assistant Treasurer	\$26,189	<b>\$25,160</b>	2024
<a href="#">Girls Ranch Of Arizona</a>	AZ	\$17,568	President	\$41,058	<b>\$37,839</b>	2023
<a href="#">The Hope Project Live Love Serve Inc</a>	NC	\$10,648	Director	\$55,040	<b>\$52,934</b>	2024
<a href="#">Crudup-ward Activity Center</a>	MS	\$10,615	Ceo	\$3,950	<b>\$4,095</b>	2024
<a href="#">Redemption 100 Inc</a>	FL	\$17,844	President	\$4,000	<b>\$3,498</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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** 43 organizations. Compensation range \$1–\$917,570; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$14,229); for reference, expenses \$115,145 and assets \$86,297. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

**weigh the expense-based view.**

ROLE MATCH	Karyn Moskowitz, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Karyn Moskowitz) 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 43 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,629 is reasonable (approximately the 74<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.