

New Alternatives For Lgbt Homeless Youth Inc

Executive Director / CEO

EIN 272151000

NY · NTEE L40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Katherine Barnhart, Executive Director / CEO** (\$69,000) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

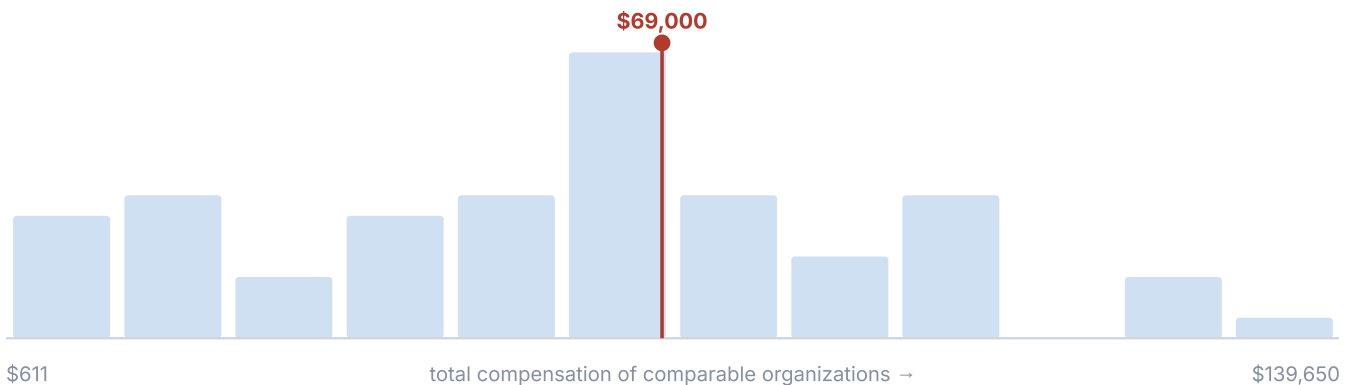
Benchmarked executive: Katherine Barnhart — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L40).
BUDGET	Total revenue between \$295,991 and \$662,668 — 0.67x to 1.50x the subject's \$441,779 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,543 10TH	\$37,365 25TH	\$60,963 MEDIAN	\$73,783 75TH	\$97,048 90TH	\$69,000 THIS ORG · 65TH
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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
Haven Of Hope Inc	NM	\$442,527	Executive Di	\$82,265	\$95,108	2024
Loving Hands Childrens Home	CA	\$437,160	Executive Director	\$28,800	\$26,732	2024
Walking Down Ranch Inc	AZ	\$447,141	Vice President	\$41,882	\$43,295	2024
Franklin County Women And Family Shelter	KY	\$452,315	Executive Director	\$56,273	\$64,987	2024
Servants Of Shelter Of Koochiching County	MN	\$430,647	Executive Director	\$76,200	\$83,324	2023
South Oakland Citizens For The	MI	\$426,298	Executive Di	\$65,000	\$70,258	2025
Chestnut Campus Inc	CA	\$457,585	Ceo (After 6/22)	\$39,101	\$37,365	2023
Marys Place Pittsburgh	PA	\$472,123	Executive Director (Enter 1/12/24)	\$47,956	\$51,405	2024
Gmp Development Corp	MA	\$401,456	President & Ceo	\$4,937	\$4,768	2024
Hoskins Park Ministries Inc	NC	\$401,432	Director	\$61,825	\$70,695	2023
Home Together A Nonprofit Corporation	NV	\$482,513	Executive Director	\$90,000	\$96,971	2024
Our Front Porch	CO	\$400,731	Ceo	\$79,625	\$82,070	2024
New Attitude On My Image Inc	OH	\$398,948	Exec Director	\$53,400	\$60,795	2024
Next Step Initiative Tennessee	TN	\$397,545	Executive Dir.	\$53,737	\$59,151	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hearne House Inc	OH	\$393,504	Executive Dir.	\$37,500	\$43,954	2023
Housing Initiatives Of Princeton	NJ	\$392,002	Executive Director	\$49,167	\$48,580	2023
Safe Harbors Network	CA	\$391,640	Executive Dir.	\$13,210	\$12,261	2024
Palaemon Inc	MA	\$494,012	President	\$106,600	\$102,968	2024
Grace Home Inc	OK	\$389,502	President/director	\$60,351	\$71,433	2024
Santa Cruz Hostel Society	CA	\$496,743	President	\$13,971	\$12,967	2024
Gratiot County Hope House	MI	\$377,853	Executive Director	\$65,625	\$72,809	2024
Nazareth Housing Development Corp	OH	\$376,175	Executive Di	\$61,000	\$69,448	2024
Butte Spirit Center	MT	\$507,431	Executive Director	\$29,432	\$35,110	2023
The Rock Found	CO	\$510,654	Polan	\$56,700	\$60,167	2023
Samaritan House Inc	NC	\$366,778	Executive Dir.	\$79,070	\$87,819	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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 65 organizations. Compensation range \$611–\$139,650; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$441,779); for reference, expenses \$380,528 and assets \$859,128.

ROLE MATCH	Katherine Barnhart, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	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	65 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	58 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 (Katherine Barnhart) 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 65 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,000 is reasonable (approximately the 65th 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.