

Newport Partnership For Families

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Kathleen Burke, Executive Director / CEO** (\$71,153) against **every comparable organization** that fit the selection criteria — **1065** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

Benchmarked executive: Kathleen Burke — reported title “EXECUTIVE DIRECTOR THROUGH APRIL 2023”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

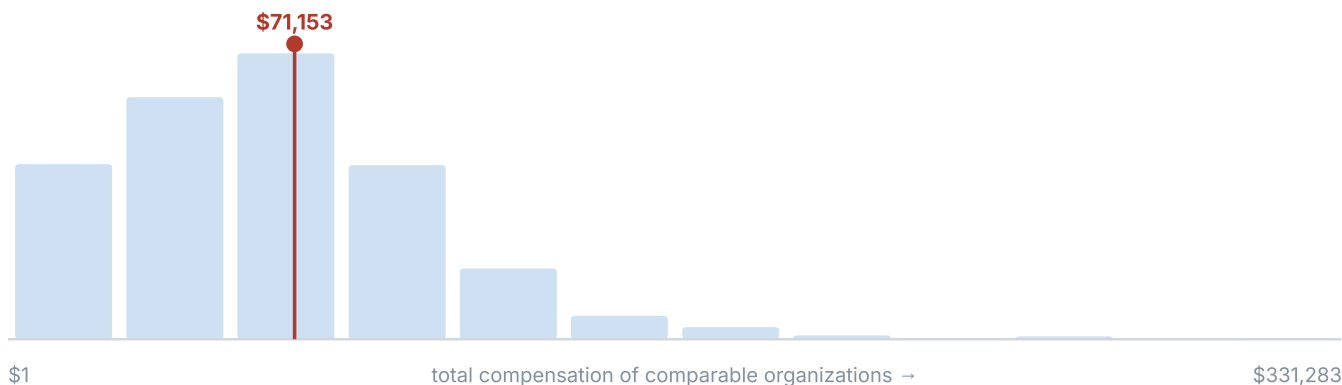
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$297,490 and \$666,024 — 0.67x to 1.50x the subject's \$444,016 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,065 organizations qualified on sector, size, and geography → **1,065** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,868

\$37,821

\$62,053

\$86,857

\$113,166

\$71,153



● 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 RI 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
Imago Dei Ministries	CA	\$444,143	Executive Director	\$41,998	\$37,821	2023
Nagi Foundation Inc	AZ	\$443,084	Executive Dir.	\$111,000	\$111,329	2023
St Suzanne Code Rouge Community	MI	\$443,052	Project Dire	\$39,192	\$42,188	2023
Rainbow Kitchen Community Services	PA	\$445,146	Executive Director	\$129,727	\$134,916	2023
Dress For Success Atlanta Inc	GA	\$445,502	Executive Director	\$148,120	\$155,319	2023
Konscious Youth Development & Servic	NJ	\$445,515	President	\$81,667	\$73,861	2024
Spec Labs Inc	CA	\$442,366	President	\$75,275	\$65,842	2024
Des Moines Refugee Support	IA	\$442,213	Founder And Executive Director	\$50,000	\$55,457	2024
Ht Ministries	OH	\$445,860	Executive Director	\$53,875	\$57,801	2024
Synaptiv Inc	CO	\$445,939	President	\$134,195	\$130,345	2024
Affecting Community Transformation	OH	\$446,012	Executive Director	\$65,382	\$70,147	2024
Respite Care Atlanta Inc	GA	\$446,063	Exec. Director	\$92,125	\$96,603	2023
Agape Of North Alabama Inc	AL	\$446,333	Exec Director	\$106,330	\$116,361	2024
Freedom Lake Inc	KY	\$441,683	Board Chair And President	\$80,100	\$87,173	2024
Instituto De Avance Integral Latino Cdc	CA	\$441,139	Executive Director	\$100,000	\$87,470	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Divine Directions Corporation	MS	\$441,054	Program Director	\$38,701	\$43,662	2024
Reach Out Foundation Of Bucks Cty	PA	\$447,283	Executive Director	\$82,038	\$82,871	2024
Better Wiser Stronger Inc	MI	\$447,400	Executive Director	\$28,800	\$31,001	2023
Loving Houston Inc	TX	\$440,562	Exec Dir (Fo	\$83,833	\$84,946	2024
1st Way Pregnancy Support Services	IL	\$440,407	Executive Dir.	\$42,000	\$41,826	2024
Community Access Center Inc	FL	\$439,661	Executive Dire	\$26,560	\$25,275	2024
Second Wind Foundation	VT	\$448,585	Executive Director	\$83,397	\$85,029	2024
Conlee Ministries	TN	\$448,599	President	\$13,900	\$14,800	2024
Community Sharehouse	OK	\$448,614	Treasurer	\$6,000	\$6,693	2024
Greater Park Hill Community Inc	CO	\$439,185	Executive Director	\$38,606	\$38,606	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 **1065** organizations. Compensation range \$1–\$331,283; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$444,016); for reference, expenses \$523,993 and assets \$219,181.

ROLE MATCH	Kathleen Burke, reported title "EXECUTIVE DIRECTOR THROUGH APRIL 2023", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	27 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	61 st
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	57 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 (Kathleen Burke) 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 13, 2026, comparing compensation against 1065 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,153 is reasonable (approximately the 61st 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 13, 2026.