

# Native American Reentry Services

Executive Director / CEO

EIN 473483049

WA · NTEE I43

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Winona Stevens, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37<sup>th</sup>** percentile of comparable organizations within the typical range

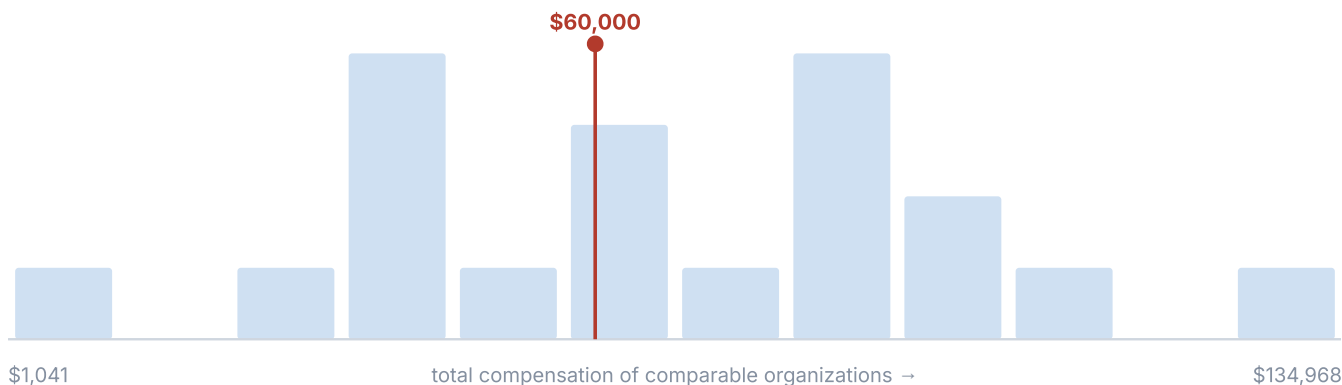
**Benchmarked executive:** Winona Stevens — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I43).
BUDGET	Total revenue between \$265,155 and \$593,631 — 0.67x to 1.50x the subject's \$395,754 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I43), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$35,825	\$44,995	\$66,008	\$87,924	\$102,378	\$60,000
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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 WA 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="#">Frederick Douglass Project For</a>	DC	\$394,369	President	\$45,292	<b>\$43,119</b>	2024
<a href="#">Horizon Community Engagement</a>	OH	\$369,749	Executive Di	\$33,252	<b>\$38,209</b>	2024
<a href="#">Harrison County Lifelong Learning</a>	IN	\$343,080	Executive Director	\$80,218	<b>\$91,776</b>	2024
<a href="#">Free The Ballot Incarcerated Voter Family Network</a>	PA	\$449,333	Executive Director	\$61,011	<b>\$66,008</b>	2024
<a href="#">Inside Out Reentry Inc</a>	IA	\$460,309	Executive Director	\$59,118	<b>\$70,226</b>	2024
<a href="#">Motherhood Beyond Bars Inc</a>	GA	\$323,309	Executive Di	\$46,000	<b>\$50,178</b>	2024
<a href="#">Innocence Delaware Inc</a>	DE	\$486,466	Ed (From 4/24); Sec (Until 4/24)	\$24,750	<b>\$26,291</b>	2024
<a href="#">Chicago Bible Society</a>	IL	\$304,334	Executive Director	\$56,500	<b>\$62,041</b>	2023
<a href="#">Project Pooch</a>	OR	\$295,316	Executive Director	\$88,693	<b>\$89,357</b>	2024
<a href="#">Freedom Grow</a>	WA	\$294,749	Executive Director	\$1,000	<b>\$1,041</b>	2022
<a href="#">Human Kindness Foundation</a>	NC	\$292,470	Executive Dir.	\$74,988	<b>\$84,061</b>	2024
<a href="#">Interaction Transition</a>	WA	\$291,073	Executive Director	\$91,401	<b>\$86,490</b>	2025
<a href="#">Bay Area Chaplains</a>	CA	\$290,309	Chaplain	\$144,072	<b>\$134,968</b>	2024
<a href="#">Chicago Community Bond Fund</a>	IL	\$510,635	Board Chair	\$100,701	<b>\$107,405</b>	2024
<a href="#">Ourjourney Co</a>	NC	\$268,885	Executive Director	\$39,617	<b>\$44,409</b>	2024
<a href="#">Building Promise Usa</a>	TX	\$526,485	Executive Director	\$42,000	<b>\$45,580</b>	2024
<a href="#">Maine Prisoner Advocacy Coalition</a>	ME	\$535,374	Executive Di	\$58,741	<b>\$63,813</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Exoduslife</a>	AR	\$578,738	Executive Director	\$65,518	<b>\$82,257</b>	2023
<a href="#">Changed Choices Inc</a>	NC	\$582,287	Executive Dir.	\$92,595	<b>\$101,121</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	19 organizations. Compensation range \$1,041–\$134,968; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$395,754); for reference, expenses \$331,011 and assets \$285,372.
ROLE MATCH	Winona Stevens, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>37<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>53<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>37<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>32<sup>nd</sup></b>

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

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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 (Winona Stevens) 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 19 similarly situated organizations (Same NTEE sector (I43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 37<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 13, 2026.