

New Futures Inc

Executive Director / CEO

EIN 631177793

AL · NTEE P850

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tanya Rains, Executive Director / CEO** (\$53,700) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

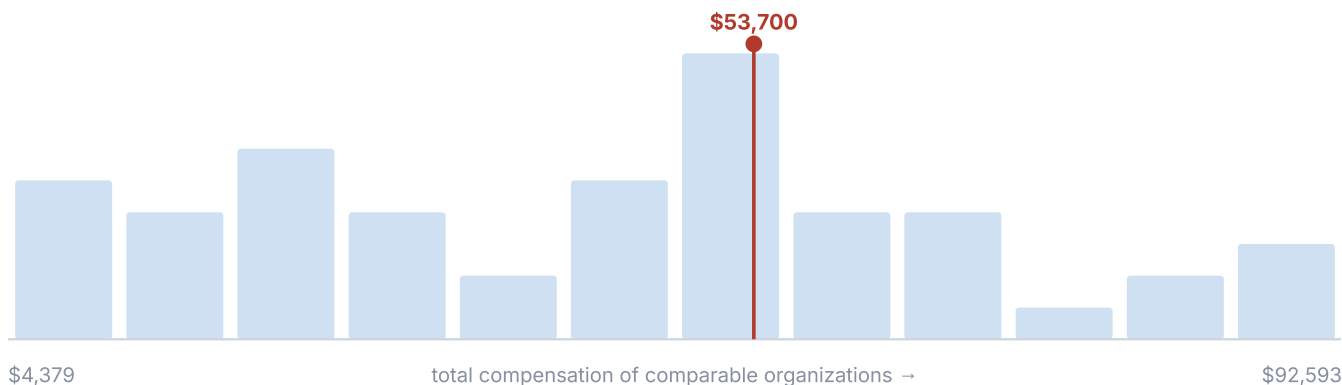
Benchmarked executive: Tanya Rains — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P850).
BUDGET	Total revenue between \$159,318 and \$356,683 — 0.67x to 1.50x the subject's \$237,789 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,384	\$20,716	\$46,286	\$59,591	\$78,185	\$53,700
----------	----------	----------	----------	----------	----------



● 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 AL 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
Henderson County Homeless Ministry	TX	\$239,860	Executive Dir.	\$21,500	\$20,495	2023
Family Promise Of Greater Chattanooga	TN	\$240,312	Executive Director (Ended July 2025)	\$47,572	\$46,286	2024
Shelter Tech	CA	\$231,418	Co - Executive Director	\$80,000	\$63,943	2024
Dandelion House	OR	\$230,189	President	\$11,470	\$9,860	2024
Ncompass	OR	\$246,301	Executive Dir.	\$34,670	\$30,683	2023
Wave Project	MI	\$228,420	Executive Director	\$20,000	\$19,673	2023
The Samaritan Well Inc	IL	\$248,473	Executive Director	\$56,661	\$50,233	2025
Weaver Foundation	WA	\$250,008	Executive Director	\$72,324	\$61,707	2023
Brian Gibbons Homeless Outreach Inc	CT	\$224,973	Program Director	\$78,375	\$68,021	2024
Second Chances Inc	MA	\$255,587	Ceo President	\$106,575	\$88,648	2024
Homeless Hookup	OH	\$219,275	Executive Director	\$60,783	\$59,591	2024
Hands And Feet Foundation	FL	\$258,760	President	\$80,740	\$70,209	2024
Haight Ashbury Food Program	CA	\$215,790	Treasurer	\$23,000	\$18,384	2024
Love-a-child Missions	CA	\$261,556	Secretary Treas	\$5,479	\$4,379	2024
Dignity Project	CO	\$263,060	Ceo	\$74,800	\$66,391	2024
Next Step Ministries Inc	NM	\$211,130	President	\$49,609	\$50,848	2023
Power Safe Place Resource Center Of Virginia	VA	\$210,475	Executive Director	\$33,963	\$31,251	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lee County Homeless Coalition Inc	FL	\$266,454	Former Executive Director	\$70,327	\$62,960	2023
Blankets Of Hope Inc	NY	\$269,048	President & Ceo	\$65,385	\$54,690	2024
Artist Mentorship Program	OR	\$203,809	Executive Director	\$87,850	\$77,746	2023
Would-works Inc	CA	\$203,244	Executive Director	\$38,582	\$30,838	2024
Streetlives Inc	NY	\$273,779	Executive Dir.	\$70,000	\$58,550	2024
Homemade Hope For Homeless Children	TX	\$274,764	Exec. Director	\$86,536	\$82,493	2023
Shower The People	TN	\$200,531	Executive Director	\$45,000	\$43,784	2024
Community On The Rise	AL	\$277,666	Executive Di	\$86,658	\$86,658	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 49 organizations. Compensation range \$4,379–\$92,593; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$237,789); for reference, expenses \$293,865 and assets \$502,220.

ROLE MATCH Tanya Rains, reported title *"Executive Director"*, 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	67 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	65 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 (Tanya Rains) 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 49 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,700 is reasonable (approximately the 67th 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.